Govt. 11-37—40,000—29-12-38.

D (1939) Department.

MS. SERIES.

G.O. No. 937

Dated 12-4-1939

[Despatch Abstract]

Labour - The South Kanara Motor employees' Union Grievances Dispute settlement - Papers recorded.

18 JAN 1939

To

Honourable the Minister for Labour & Industries,
to the Government of Madras,
Fort St. George, Madras,

Memorandum to the Government of Madras submitted by the South Kanara Motor Employee's Union on behalf of Sri H. Raghavendra Kamath and eleven others, all of the said Union and employees of the Canara Public Conveyance Company Ltd., Mangalore.

1. The South Kanara Motor Employees' Union is a registered Trade Union, registered in July 1938.

2. It has a membership of about 800 employees (workmen, conductors, drivers and clerical staff) belonging to nearly eight different companies, the most important of the employers being the "Canara public Conveyance Company Ltd., Mangalore".

3. Over 200 members of the union belong to the above mentioned Canara Public Conveyance Company Ltd.; in which the present memorialists are included.

4. The General Manager of the Canara Public Conveyance Company Ltd never approved his company's employees joining a Trade Union and getting organised. He particularly disapproved their forming a Trade Union with the Employees of other Motor and conveyance companies.

He has been betraying his nervousness from the time the employees began to think for themselves and unite for common endeavour and collective security.

5. Forgetting that common endeavour and collective security were the very purpose and public policy of the Trade Union Act, under which the present Union is registered and working, the General Manager of the Canara Public Conveyance Company Ltd., started bullying the employees concerned, bringing all sorts of undue pressure over them to get them resign their membership of the said Trade Union.

6. Recently he has asked 12 of the companies employees-all clerks of the head office - to sever their connections with the Union forthwith or alternatively be prepared to leave their present jobs for less favoured and more tedious ones under the same company.

7. They asked for a week's time to consider their position as it involves their paramount right of Trade Union Membership. But while they were allowed time, they were immediately ordered to quit their own jobs and take up less favoured ones in which they had no experience.

8. This amounts to victimisation solely for the reason of their membership of the Trade Union and for no personal fault or inefficiency. Such a penalisation in the circumstances amounts to a flagrant attack on Trade Unionism and the public policy underlying the Trade Union Act.

3 4

3

9. Here is then a fit and proper case for the Government to intervene and urgent attention of the Government is called for to prevent the situation deteriorating and creating conditions for a general strike.

10. With a view to keeping the situation to the normal, so far as it lay in their power, the victimised employees have accepted under protest the inferior posts to which they have been arbitrarily transferred.

M a d r a s,
d/15--1--1939

Joint Secretary
The South Kanara Motor Employees
Union (Regd.No.102)
Mangalore.

The South Kanara Motor Employees' Union,

ದಿ ಸೌತ್ ಕೆನರಾ ಮೋಟರ್ ಎಂಪ್ಲೊಯಿಸ್ ಯೂನಿಯನ್,
ಫೆಲಿಕ್ಸ್ ಪೈ ಬಜಾರ್, ಮಂಗಳೂರು.

Felix Pai Bazaar,
Mangalore, *193*

Ref. No.

be members of the Union. The clerks and workmen who are the office bearers or in the Executive were one and all the targets of severest rage, verbal detonatious etc. Thus began the dispute. On the 9th there was a Directors' Meeting of the said Company in another Taluka. On the night of the 9th the General Manager returned and went to the lodgings of an employee and tried to hamstring him by attacks on the General Body meeting etc. On the 10th, events followed eachother with lightening rapidity. In the morning the clerical staff was called in a body and orally asked either to resign the membership of the Union or be prepared to face the consequences, giving them one hour's time to consider the alternatives and choose, at which they presented a statement which is enclosure No. 1 to this communication. Quickly upon this passed enclosures Nos. 2,3,4,5,6,7, and 8 in quick succession betwixt the General Manager(agent of the Employers) and the employees who have been victimised. All of them are our members. They have joined their new highly ridiculous and humiliating positions. On the evening of the 10th the workshop employees were asked to gather there during working hours and the General Manager haranged as to the idiocy in continuing as members of the South Kanara Motor Employees' Union for about 3 hours. He also told them that Provident Fund etc. would be provided, if they were to act according to his advice. It may be mentioned here that ~~that~~ the Union had placed

6

The South Kanara Motor Employees' Union,

ದಿ ಸೌತ್ ಕೆನರಾ ಮೋಟರ್ ಎಂಪ್ಲೊಯಿಸ್ ಯೂನಿಯನ್,
ಫೆಲಿಕ್ಸ್ ಪೈ ಬಜಾರ್, ಮಂಗಳೂರು.

Felix Pai Bazaar,
Mangalore, ... 193...

Ref. No. _____

Continuation page No.3.

demands like Provident Fund last April itself and the Directors have already decided to provide this facility but the General Manager has postponed the institution of the Fund sine die.

Since yesterday the General Manager has through the foreman, chief mechanic and sometimes through his own influence has been taking under threat signatures of employees to all sorts of written and unwritten papers with the avowed object of blasting our Union to bits by all possible means.

Yesterday(11th) we sent to the Company a letter enclosure No. 9. To-day we have received a reply which is enclosure No. 10. In the meantime they have hung a notice in their premises that as they hear of the likelihood of a strike they would like to have the signatures of those who would not join the strike. After giving their signatures if they are to absent themselves for any reason their services would be despenced with. We also hear ~~thay~~ that they are trying to collect signatures from our members by coercion to a memorial asking us to dissolve the Union. Under the existing circumstances there is only one thing for us to do and that is to withhold labour of our members after giving 14 days' notice and conduct in the meantime a hurricane propaganda to mobilise all forces throughout the District for the

The South Kanara Motor Employees Union,

ದಿ ಸೌತ್ ಕೆನರಾ ಮೋಟರ್ ಎಂಪ್ಲೊಯಿಸ್ ಯೂನಿಯನ್,
ಫೆಲಿಕ್ಸ್ ಪೈ ಬಜಾರ್, ಮಂಗಳೂರು.

Felix Pai Bazaar,

Mangalore, 193

Ref. No.

Continuation page No.4.

P22 sup

fulfilment of the draft minimum demands in enclosure No.11 that would soon be sent to the authorities.

The question in the main has been the denial of the fundamental right of "the workers to elect those office bearers who would champion their cause without fear or favour" as you put it. And that too if such a right should be challenged by an employer, under te the very nose of the Congress Government, the Labour portfolio of which you hold, and if we find ourselves helpless at this stage, we do not know how the Congress Government can strengthen the exploited masses, for which express purpose the Congress had accepted office.

Hence according to the Government Communique issued last year, we approach you for intervention. We await immediate instructions from a veteran Trade Unionist of your calibre and we shall abide by the same.

Encls (11)

We beg to remain,

Sir,

Yours obediently,

President 12/1/39.

I

Mangalore,
13-1-1939.

To,

The General Manager,
The Canara Public Conveyance Co., Ltd.,
Mangalore.

Sir,

With reference to your oral orders calling upon all of us (Head Office Staff) to consider whether we would prefer transfer to other departments other than administrative, or whether we would prefer to remain in our present positions resigning our Canara Motor Employees' Union Memberships, we beg to state as follows:-

You have been holding us responsible for the inclusion of Anil Annanna's case in the Joint Secretaries' report placed before the General Body of the C.M.E.Union last Saturday. You also hold us responsible for the appointment of Mr.Ramanatha Rao and on account of these two points you consider us as a set of people who are not fit to be in the administrative department and hence the above alternative has been offered by you. In this connection we wish to point out that the South Canara Motor Employees' Union is a registered union and is a democratic body and naturally resolutions passed or any decision arrived at cannot be attributed to any individual. We do not understand why mere mentioning of Anil Annanna's case in the report of the Secretaries with their assurance to hold further enquiries could tell upon your management and the appointment of Mr. Ramanatha Rao, who was recently working in the C.M.Publishers, Limited, under your control and who has since resigned from it, and who was elected by the General Body could be taken by you as an implication that we are co-operating in a re-actionery propoganda against you personally.

Your offer of the above two alternatives is one very important question and requires a thorough deliberation from us individually and collectively. Hence we request you to give us a written order to this effect and also grant us at least one week's

time for our dliberations and obli e.

e be; to remain,
Sir,
Your most obedient servants,

-d. G.Ramadas Kamath.
-d. M.Raghavendra Kamath.
-d. G.P.Ravi.
-d. M.Manidas Nallja.
-d. M.Ramanath Pai.
-d. Keshikar Devaraya Pai.
-d. M.Gopalakrishna Shenoy.
-d. P.Manjunath Kamath.
-d. M.Venkatesh Kamath.
-d. P.Ramaraya Bhat.
-d. M.Hariram Shenoy.

/True copy/

President,
S.K. M.E. Union
Mangalore

THE CANARA PUBLIC CONVEYANCE, CO., LTD.,

Mangalore,
10th January 1939.

To

Sri G.Ramdas Kamath,
" H.Raghavendra Kamath,
" Cochikar Devaraya Pai,
" B.Haridas Baliga,
" U.Ramanath Pai,
" K.Gopalakrishna Shenoy,
" S.Manjunath Kamath,
" M.Venkatesh Kamath,
" S.R.Kavi,
" P.Ramaraya Bhat.

With reference to your application, I have to inform you that as the Union is criticising the administrative work of the company, essentially the administrative work cannot be entrusted to the members of the Union. I have no objection to give a week's time to you. But I cannot entrust administrative work to you any more until I hear from you. I may inform you removal or transfer to any particular department is a matter or retaining any of you in any particular department where I need not consult you, but was just done not to prejudice your position. I now give you seven days time for reply; but in the meanwhile I give you another option of either serving un-administrative work or going on leave for the period.

(Sd.) V.S.Kudva.
General Manager.

/True copy/

President.

10

THE CANARA PUBLIC CONVEYANCE CO., LTD.,

111

Mangalore,
10th January 1939.

Memo.

In continuation of my todays order asking them either to take up un-administrative work or to go on leave, pending their decision the following temporary postings effective seven days are made with option to go on leave. After their reply their permanent postings will be made after proper deliberation.

Sri G.Ramadas Kamath, to relieve the parcel clerk of J.R.O at Hampankatta and be in charge of parcels booking.

Sri M.Raghavendra Kamath to relieve Sri Devadas Nayak and be in charge of Petrol pump.

Sri Cochikar Devaraya Pai to be assistant to repairs clerk.

Sri B.Haridas Baliga to relieve Sri Bhimappa and be in charge of Ferrara Mall.

Sri P.Ramanath Pai to relieve Sri Alli Saheb and be in charge of Hampancatta Petro pump.

Sri P.Gopalkrishna Shenoy to be in charge of Service Station assisting Sri M.Vaikunta Pai.

Sri G.Manjunath Kamath to relieve Sri Narayana, Mail Agent

Sri M.Venkatesh Kamath to assist in the J.R.O.Office.

Sri S.R.Ravi to relieve Sri A.Vittal Shenoy, Mail Clerk.

Sri K.Ramaraya Bhat to relieve Sri Janardhan Nayak at Karkala Petrol pump.

All the above will hand over their charge to the Secretary and get relieved. If any of them want leave they should apply as otherwise the absence will be treated subject usual penalty, for leave without permission.

(Sd.) M.G.Kudva.
General Manager.

True Copy
President, S.K.M.C. Union
Mangalore

11 55

IV

Mangalore,
10..1..1939.

To

The General Manager,
The Canara Public Conveyance Co.Ltd.,
Mangalore.

Sir,

Ref: Your order to the signatories of the petition dated 10-1-1939, issued in reply to our appln., ofn even date. ....

With reference to the above we have in the first place, to bring to your kind knowledge that in the above order the name of one of the signatories to our previous application of even date submitted to youx, namely, Sri.Hariyana Shenoy, has been excluded and hope that such exclusion will not prejudice his position as being one of the signatories to the previous as well as this application. Anyway we request you to include his name in the previous order referred to above and oblige.

As for the contents of the order we have to submit that your conclusion that the administrative work of the company cannot be entrusted to those who are members of the M.. otor Employees' Union, we have to state that the South Kanara Motor Employees' Union is a body of the employees of all the companies of this district, and has on its member-ship rolls employees serving in all the departments of the motor transport, and the Union as such is established for the purpose of giving relief to its aggrieved members individually or collectively as the case may be. We do not see how you have arrived at the conclusion that the administrative work of the company is being criticised, and as it is the Union has not yet come to any definite conclusion in regard to conductor Ascil Ammanna's case. The Secretaries in their annual working report only assure of further enquiries and the result of such enquiry is a matter of contemplation. Xxxxxxx

You have, nodoubt, given us one week's time; but the option given us in the last para are contradictory to the concession which you seem to offer. On the whole the order requires us to serve in the un-administrative work of the

company without awaiting our deliberations for which a week's time has been granted by you. Hence we pray, that you be pleased to grant us a week's time for deliberations without prejudicing our present positions in the Head Office.

We beg to remain

Sir,

Your most obedient servants,

To: G.Ramadas Nayath,

,, M.Nagavendra Prabhu,

,, T.Devaraya Bhat,

,, P.Haridasa Kalliga,

,, V.Ramanath Bhat,

,, V.Gopalkrishna Shenoy,

,, T.Manjunath Kamath,

,, T.Hariram Shenoy,

,, P.Venkatesh Prabhu,

,, S.P. Kavi,

,, V.Damodara Bhat.

.....

(True copy)

A Lakshman
President

S. K. M. E. Union
Mangalore

V 13

Mangalore,
10-1-'39.

To

The General Manager,
S.P.C.Co.Ltd.,
Mangalore.

Sir,

With reference to your oral orders asking us to resign our membership of the South Kanara Motor Employees' Union Regd. No.102, if we wanted to continue in our present posts, we beg that we may be given a notice to that effect in writing and a fortnight's time for us to arrive at a decision as it is a very important question requiring cool and thorough deliberations from us individually and collectively.

Yours obediently,

(Sd.) K.Ramesh Rao.
" K.Ramanath Pai.
" K.N.Ramath.
" P.Gopalkrishna Rau.

True copy

VI 16 1

THE CANARA PUBLIC CONVEYANCE CO., LTD., MANGALORE.

Traffic.
No.406.
10-1-'39.

To

Sri Ramanatha Pai.

With reference to the joint applications, as at present the objections are taken only to administrative posts it applies to you only. General orders have been already handed over to other clerks from whom you can obtain the same for your collective purpose you are to hand over your charge to Sri Vedavyasa Bhatt and proceed at once to Udipi & take charge of Udipi office from Sri Sheena Shetty.

(Sd.) V.S.Kudva.

/True copy/

VII 15 61

THE CANARA PUBLIC CONVEYANCE CO., LTD., MANGALORE.

General.
112.

10-1-'39.

To

Sri H.Raghavendra Kamath,
" S.R.Ravi,
" Haridas Baliga,
" Manjunath Kamath.

In cancellation of the transfer order issued to you this morning, you are hereby informed to join duty forthwith within the Combined Booking Agency office, Car Street, as some of the clerks have been transferred from there to the Kodialbail Head Office.

B/O
(Sd.) M.K. Sridhar Kudva.
Secretary.

True Copy.

P. Lakshmana
President.

VIII

16

Mangalore.
10th January 1939.

The President,
The South Canara Motor Employees Union,
Mangalore.

Dear Sir,

We the signatories to this application are sending herein enclosed all correspondence that passed between us and the General Manager of the Canara Public Conveyance Company Limited this morning calling upon all of us either to resign the membership of the South Canara Motor Employees Union or to be prepared for immediate transfers and in this connection we wish to state as follows:-

In his order the General Manager conceded us a weeks time but in the last para of the same order he has retracted it and posted us to different posts other than administrative removing us from our positions in the Head office this very afternoon.

Hence we are in our opinion victimised on account of our adherence to the South Canara Motor Employees Union, without giving us the time requested for by us for our deliberation. Hence we request you to take such steps as you deem it in such matter and advise us as to the course that we should adopt under the circumstances related to above.

Yours fraternaly.

sd. [illegible]
sd. [illegible]
sd. [illegible]
sd. [illegible]
sd. [illegible]
sd. [illegible]
sd. [illegible]
sd. [illegible]
sd. [illegible]
sd. [illegible]

sd. [illegible]

THE SOUTH KANARA MOTOR EMPLOYEES'UNION (Registered No.102.)

IX

Felix Pai Bazaar,

Mangalore, 11th January 1939.

Messrs. The Canara Public Conveyance Co.Ltd.,

Mangalore.

Dear Sirs,

The following matter has been brought to our notice by Sriyuts. M. Raghavendra Kamath, S.R.Kavi, C.Devaraya Pai, S.Manjunatha Kamath, M.Ramanatha Pai, K. Ramaraya Bhat, B.Haridasa Baliga, K.Gopalakrishna Shenai, G.Ramadasa Kamath M.J.Ramanath Pai and some other members of our Union.

1. The General Manager of your Company is putting pressure upon them to resign their membership of the Union, threatening serious consequences otherwise.

2. In spite of the fact that the above named asked for a limited time to decide as to their course, the General Manager transferred them to various other departments.

3. ∮ Most of the members of the Union who are employees of your Company have been asked in very strong terms by the General Manager to form Company's Union -- facist union as the Hon. Sri.Giri, Minister for Labour has it--under your auspices, as a body counter to our Registered South Kanara Motor Employees' Union.

It is our opinion that the first two are punitive measures calculated to coerce the concerned to resign their said memberships and are a clear case of victimisation. Along with the third item, these trade disputes are not desirablein the interests of both your goodselves and employees, who are members of a registered Trade Union and

75

these Trade disputes are positively the most disturbing factors that raise, develop and precipitate crises in the sphere of motor trade and transport.

We request you therefore to see that the victimised employees be restored to their former positions and proper amends made, with regard to the abovesaid other points.

An early reply is solicited as serious developments might occur if things are let alone.

Yours faithfully,
(Sd). Ramanath.
General Secretary.

(True Copy).

President,
The S.K.Motor Employees'Union,
Mangalore.
Mangalore.

09

THE CANARA PUBLIC CONVEYANCE CO., LTD., MANGALORE.

X

11th January, 1939.

The South Kanara Motor Employee's Union,
Mangalore.

Dear Sirs,

As obviously your letter is a threat and not an exposition, we believe that you expect us beguided solely by the consequences. As this is also a point to be considered, we wish to be informed what developments that you so threaten may follow so that we can weigh the situation to come to a conclusion.

Regarding the first point mentioned, we have to deny the allegation that any serious consequences have been threatened to anybody.

Regarding the second point, we do not think that regulation of transfers are within the province of the trade union. In our case it has been specially done in the interests of efficiency of administration.

Regarding the third point, the whole allegation is an absuridity. We can only say that you are misinformed, and the General Manager gave them certain advice in the best interests of the workmen which in no way interfered with their freedom of action.

The Company's action is neither punitive nor did it purpose victmisation.

Yours faithfully,

(Sd).....
Secretary.

(True Copy)

President,
The S.K.Motor Employees' Union,
Mangalore.

XI

80

1. Re-instation of victims to their former positions.
2. Provident Fund with retrospective effect from 1st April 1938.
3. Sick leave.
4. Salary according to scale.
5. Allowance for overtime work.
6. Bonus irrespective of suspensions etc.
7. Permanent line for chauffeursand conductors.
8. Reinstating Asel Ammanna.
9. General Demands.
10. Refund of illegal fines.
11. Fine amounts accumulated to be constituted as a separate fund for the benefit of employees.
12. 6½ or 7 hours office hours for clerks.

21

12/21

Dev. Dept.

C. M. M. 1683-IV/39-1 Dt 23-1-39

Labour - South Kanara Electric Employees Union - Victimisation of members - Memorandum of the Union dt 15-1-39.

Pp 1-208 —

Forwarded Referred to the Commr of Labour for enquiry & report.

a/c 25/1

Sd

The C of L

(with Copy of pp 1-9 & pp 2-19 in orgl to be returned with reply.

21-1-39

Dpd. by Van / Post / Messenger

Dpr.'s initials.

Date 25-1-1939

ASSISTANT SECRETARY TO GOVERNMENT
21 JAN 1939
DEVELOPMENT DEPT.

22

1378

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

65

NOTICE.

This form must accompany any inquiry made respecting this Telegram.

Charges to pay Rs.

CENTRAL MADRAS TEL. 13 JAN. 39

Handed in at (Office of Origin).	Date.	Hour.	Minute.	Service Instructions.	Words.
Confidential B		10			22

Recd. here at 20 H. 11 M.

TO Labour Ministry Cawnpore

C

Two Joint Secretaries Motor Employees union suspended First one likely forced resignations pouring pray instructions = President =

N. B.—The name of the Sender, if telegraphed, is written after the text.

Lal Chand & Sons, Printers, Calcutta—5012R (B-3)—10-3-38—1,00,000 Bks.

Dev.

Home u.o.

an

17/

Dev. u.o. 1378. IV/39-1 16-1-39 17-1-39

01678

ASSISTANT SECRETARY TO GOVERNMENT
18 JAN 1939
DEVELOPMENT DEPT.

Home (B) dept

No action seems called for on the above telegram in this dept. This may be ~~lodged~~ returned to Dev. dept

Home 1678 B-1 21.1.39.

20/1

Dept.

20/1

2145

23

2166

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

NOTICE.

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Office Stamp: MYLAPORE TEL. 17 JAN. 39

Handed in at (Office of Origin)	Date.	Hour.	Minute.	Service Instructions.	Words.
Mangalore	17	10	10		27

Recd. here at 11 H. 15 M.

TO

Karanth

care Srinivasrao advocate

Madras

Labour commissioner ofmines administrative chaos Shouldnt be office bearers or union members consult minister wire reply = President motor union

N. B.—The name of the Sender, if telegraphed, is written after the text.

Lal Chand & Sons, Printers, Calcutta—5012R (B-3)—10-3-38—1,00,000 Blks.

J. T. O

24

C. [illegible]

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

2343

NOTICE.

This form must accompany any inquiry made respecting this Telegram.

Charges to pay.	
Rs.	As.
1 8	8-5

Office Stamp.

Handed in at (Office of Origin).	Date.	Hour.	Minute.	Service Instructions.	Words.
Mangalore	Kma				24

Recd. here at 8 H. 49 M.

TO

Karanth care

[illegible]

Mr as

interviewed labour commissioner objects administrative clerks forming union executive wires yours opinion compromise likely otherwise

[illegible]

N. B.—The name of the Sender, if telegraphed, is written after the text.

Lal Chand & Sons, Printers, Calcutta—50[illegible]

P. T. O

Mangalore,
22nd January 1939.

To

The Hon'ble Mr.V.V.Giri,
Minister For Industries & Labour,
Government of Madras.

2455

Memorial submitted by the South Kanara Motor Employees' Union, (Regd.No.102) in continuation of the one dated 15-1-1939 and submitted to the Hon'ble Minister in person on 17-1-1939.

ASSISTANT REGR
25 JAN 1939
DEVELOPM

Respectfully Sheweth:

On 17-1-1939 the Commissioner for Labour who came to Mangalore gave an interview to the representatives of the Union. The substance of the interview was that the Commissioner was of opinion that the clerks in the Office of the C.P.C.Co.,Ltd., should not be either members of the Union or be in its Executive. The representatives of the Union respectfully submitted that that was not a correct view to take. Accordingly they sent a telegram to Mr.K.R.Karant, M.L.A., who was then at Madras and it is learnt that the said telegram has been communicated to the Hon'ble Minister.

2. On the evening of the same day Mr.K.B. Jinaraja Hegde, B.Sc.,B.L.,M.L.A.,(Central) interviewed the Commissioner. As a result of the interview and the discussion that took place (copy of Mr.Hegde's letter of the 17th inst.,intimating to the Union the purport of this interview is enclosed herewith) the Commissioner seems to have expressed that clerks who are in the Head Office of the Company could be ordinary members of the Union, but should not be in the Executive of the Union. It may be submitted in this connection that there have been 13 cases of victimisation since the 10th inst., Particulars of all the cases are briefly given in the Appendix hereto and the Hon'ble Minister's attention is invited to the same. Out of the 13, only 2 clerks of the Head Office who are Joint Secretaries of the Union (Nos.1 & 12 in the Appendix) answer this category. Eleven others are only ordinary members. The Commissioner seems to have informed Mr.Hegde that even in a case of the first sort, namely, when a clerk of the Head Office was in the Executive of the Union, he could remain in the present job to which he was transferred after victimisation ---

without resigning from the Executive of the Union and that he saw no objection to the others being ordinary members and holding the jobs which they had held before victimisation. Hence he wanted to take evidence regarding all the cases of victimisation and requested Mr. Hegde to ask us the representatives of the Union to go over to him the next day with our evidence.

3. Accordingly, we saw the Commissioner on the evening of the 18th inst. By that time and as a result of the interview which he seems to have had with Sri V.S.Kudva, the General Manager of the C.P. C.Co.,Ltd., the Commissioner seems to have altered his former view and told us that clerks on the administrative side i.e., those who kept accounts in the Head Office as well as Heads of the other Departments could not be even ordinary members of the Union. He asked us whether we would agree to that proposition and as we would not and could not do so, he said there was no use in taking the evidence as regards the several cases of victimisation, which we were ready to furnish at the time. Thereupon the Commissioner told us that he would place all

views before the Government and obtain their decision. There the interview ended.

4. We beg to submit that the different views taken by the Commissioner as aforesaid and particularly the one at the last interview with ourselves are not correct, as they would strike at the root of all Trade Unionism. We learn that in the case of M.S.M. and other Railway Unions as well as other Unions at Madras and elsewhere clerks and -- Managers in the Offices are as much entitled to be members of the Unions and also to be in their Executives as ordinary workers.

5. We further beg to submit that since the departure of the Commissioner and the indecisive nature of his visit, matters have naturally taken a worse turn for the members of the Union from day to day. The General Manager, Sri V.S.Kudva has issued instructions throughout the Motor lines to the workers intimidating them from participating in the activities of the Union. In all, since the 10th inst.,there have been 37 cases wherein members of the Union who are all motor drivers, conductors and workmen in the Company's garage have been forced

by the Manager by threat of dismissal to sign stereotyped resignation letters respecting their membership of the Union. Case No.14 in the Appendix shows how after a clerk was victimised on the 10th inst., he was reinstated to his former position on the 11th inst., on his resigning from the Union. He has been preventing the workers in the Company's workshop from talking or communicating to one another which they had used to do before and also from -- attending meetings of the Union after workshop hours. When a public meeting of the workers was held in the Maidan under the Presidency of Mr. K.R.Karant,B.A.B.L., M.L.A., at 6.30 P.M., of the 14th inst., he kept the gates of the Workshop closed and detained the workers in it till 8 P.M.,thus preventing them from attending the meeting though the regular hours of workshop close at 6 P.M., In addition to the cases of victimisation referred to above he has transferred 2 of the workers in the Workshop to humiliating and tedious tasks for not signing the resignation letters from Union membership as demanded by him. One of them is Sri P. Shridhar Bhat a skilled mechanic who is in the final year in the local Government Trades

School and who has studied in the Inter-mediate class of the Madras University and is working in the C.P.C.workshop as an apprentice and was doing the delicate work of re-boring engine blocks till the victimisation on the 9th inst., He has now been assigned the work of dismantling and breaking up of old bodies of buses like ordinary coolies. Another skilled carpenter Martin D'Souza by name has been given the same work of dismantling bodies.

6. We therefore implore the Hon'ble Minister and the Government to come to our aid at once and not to allow the situation to deteriorate any further.

We beg to remain,
Your obedient servants.

Ramanath
General Secretary

K Ramesh Rao
G Lawrence
joint secretaries

Mangalore,
D/- 22-1-1939

K.B.Jinaraja Hegde, B.Sc.,L.L.B.,
M.L.A. (Central)
Advocate.

Mangalore
(S.India)

17th Jan. '39.

To

The General Secretary,

The South Kanara Motor Employees' Union, Regd.
(No.102)

Mangalore.

Dear Mr.Ramanath,

I had an interview with the Labour Commissioner to-day. After half-an-hour's discussion over your affairs and dispute with the C.P.C.Co.,Ltd.,the Commissioner agreed that clerks in the administration side of the Company could be ordinary members of the Union, and though it was not illegal for them to be in the Executive of the Union, he wanted you to agree by way of compromise that clerks in the administrative side of a Motor Company should not be in the Executive of the Union. If your Union were to agree to this proposal, he has promised me to go through all cases of vicitimisation and he has requested me to inform you to meet him at 6.30 p.m.tomorrow with your evidence. You may take with you all the evidence and explain to him all these cases of victimisation.

Yours sincerely,

Sd. K.B. Jinaraja Hegde.

(True copy)

K Ramesh Rao
joint secretary

Appendix. 37

Name of Worker.	Nature of work.	Pay	Present post by reason of victimisation	Ordinary pay or Grade of such office now held	Date of transfer or suspension.
		Rs.		Rs.	
1.G.Ramadasa Kamath-	Accountant in H.Office.	30/-	Parcel clerk in a booking office.	15/-	10-1-1939.
2. H.Raghavendra Kamath.	do	32/-	Combined Booking Agency clerk.	10/15/18	do
3. C.Devaraya Pai	Typist H.O.	22/8	Workshop clerk.	20/-	do
4, Haridas Baliga B.	Accountant in H.O.	25/-	C.B.Agency clerk.	10/15/18	do
5. Ramanath Pai M.	Head Accountant. H.O.	39/-	Attending to Petrol Pump	20/-	do
6. Gopalkrishna Shenoy K.	Accountant In H.O.	25/-	Service (bus) station clerk	20/-	do
7. Manjunath Kamath S.	do	32/-	C.B.Agency clerk	10/15/18	do
Venkatesh Kamath M.	do	27-8-0	Joint Booking office clerk.	20/-	do
9. S.R.Kavi	Shorthand typist.	20/-	C.B.Agency, clerk.	10/15/18	do
10. M.Ramanath Pai	Repairs clerk in H.O.	32/-	Traffic clerk at Udipi	20/-	do
11. K.Hariram Shenoy	Stationery clerk.	35/-	suspended and asked not to attend office till enquiry against him is over.		do
12. K.Ramesha Rao	Petrol clerk	26/-	suspended and asked to explain why he should not be dismissed.		13-1-39.
13.S.Sarvothum Pai	Joint booking office clerk	24/-	Suspended pending decision by Council of management.		14-1-39
14. K.Ramaraya Bhat	Accountant in H.O.	28/-	Attending Petrol bunk at Karkala	Remarks. He has been however reinstated to his original post on 11-1-39 when he resigned the membership of the Union.	

Mangalore,
22-1-1939

33

Dev. Pap

O.M. No 1683-IV/39-2 Dt 10-2-39

Labour - South Kanara Motor Employees Union - Memorandum Dt 22-1-39

P/s 25-32 Cf

A copy of the memorandum is forwarded to the C & L for very early remarks in continuation of O.M. No 1683-IV/39-1 Dt 23-1-39

4-2-39

P.W. Gutteridge 15/2 P. 21 Cf

The C & L
(with copy of p 25 Cf & pp 26-32 Cf in Engl. to be read with reply.)

34

Bangalore,
6th Feb., 1939.

4504

To

The Hon'ble Mr. V. V. Giri,
Minister For Industries & Labour,
Government of Madras.

ASSISTANT SECRETARY
14 FEB 1939
DEVELOPMENT

Memorial submitted by the South Kanara Motor Employees' Union (Regd. No.102) in continuation of the one submitted on 22.1.39.

Rs 25 and

Respectfully Sheweth:

On 21.1.39 Sri K. Gopalkrishna Avadani, an employee of the Combined Booking applied for leave for two days from 23.1.39. Leave was refused on the ground that his services were required on line duty at Hosangady, a malarial place. He submitted that his health was delicate and the work entrusted was heavy, exacting all his energies, and requested that he may be retained in the office. He was peremptorily asked either to go on line duty or to produce a medical certificate. He then produced a medical certificate, from one Dr. M. T. Kamath certifying that overwork may upset his system. This certificate was not accepted and he was asked to get

another

another medical certificate from Dr. Girdhar Rao, who is a close friend of the General Manager of the C.P.C. Company and who has actively participated in this agitation taking the Employers' side as against the workers'. Sri Avadani submitted that he has to refuse to be examined by Dr. Girdhar Rao as it was against medical etiquette.

2. On 27.1.39 Sri Avadani received an order to the effect that he should not attend office until he produced a medical certificate either from Dr. Girdhar Rao or the District Medical Officer. Subsequently on the same day the above order was withdrawn by another order to the effect that Dr. M.T. Kamath has advised the management that Sri Avadani should require atleast two months leave and that he must go on leave for two months on loss of pay.

3. The reason behind this victimisation was that on the 10th Jan. he was asked to resign the membership of the Union and take the place of those clerks of the the C.P.C. Company who had been victimised, to which he did not agree.

37 / 155

G C5/38

6th Feb.,

To

The General Manager,
The Canara Public Conveyance Co., Ltd.,
M a n g a l o r e.

S i r,

Dd 28-II infra

We are herewith forwarding the following Demands that have been accepted by the General Body of our Union.

We are sure that a discussion of the points raised therein will be to our mutual advantage. The Council of Action therefore would like to meet you and discuss the several questio Please let us know the time, place we can meet you. If it is not inconvenient to you, we should fix it up on Sunday the 12th instant at 10 a.m.

An immediate reply would highly oblige.

Yours faithfully,

President.

Encls. 2

Copies to:-
(1) The Hon'ble Mr. V.V.Giri, Minister for Industries and Labour, Govt. of Madras.
(2) The Commissioner of Labour, Madras.
(3) The Chairman, Board of Directors, The Canara Public Conveyance Co., Ltd.

38

Demands.

The immediate cancellation the punitive orders, such as penalising transfers issued against

Sri Venkatesh Kamath
" Ramdas Kamath G
" M. Ramanath Pai
" M. J. Ramanath Pai
" H. R. Kamath
" B. Haridas Baliga
" Sadashiv Rao Kavi
" Devaraya Pai
" Gopalkrishna Shenoy
" Gopalkrishna Avadani

and the cancellation of the suspension orders of

Sri K. Ramesh Rao
" S. Manjunath Kamath
" S. Sarvothama Pai
" K. Harirama Shenoy.

The period of suspension in the above cases to be considered as leave with pay.

The period on which Sri Gopalkrishna Avadani is on compulsory leave should be considered as leave with pay.

General Demands.

1. The South Kanara Motor Employees' Union shall be recognised by all bus companies and allied concerns in the district.

2. Wages:

   (a) There shall be scheduled scale of pay fixed (adequate and living wages) for all the employees. (Schedule attached)

   (b) Every employee shall be paid 8 1/3 per cent of the aggregate pay he receives as bonus in the year.

   (c) Suspension or any other punishment shall not be a bar on the claims for bonus.

3. Provident Fund.

   Provident Fund shall be created by all the companies for the benefit of their employees at the rate of one anna in a rupee of their salary.

4. Leave.

   (a) Sundays and public holidays shall be considered as holidays. For work done on these days one and a half times the usual wages shall be paid.

   (b) Every Employee shall be entitled to 15 days casual leave and one month's privilege leave in the year.

   (c) Sick leave shall be granted on full pay for 2 months and on half pay for the next 4 months.

5. Medical relief.

   Free medical aid shall be given to all the employees.

6. Facilities on Transfer.

(a) Travelling allowance of annas four per mile for the first hundred miles and two annas per mile for the rest shall be given to all the employees on being transferred.

(b) Two free family passes and 12 personal passes shall be given in a year to all the employees.

(c) The employees, on transfer shall be entitled to a family pass.

Workshop.

1. Eight-hour working day.
2. Six hours to be considered as a full working day for night work.
3. Double the usual wages for overtime work.

Traffic Section.

1. An allowance of one anna per 5 miles shall be given to the driver and six pies per 5 miles to the conductor, for mileage over 80 miles.

2. In cases of prosecution against drivers and conductors for motor offences, in the discharge of their duties the defense shall be conducted by the employers.

3. An allowance of twelve annas per day ~~x~~ shall be given to those sent on line on temporary duties and an extra allowance of four annas for halts in malarial places. (15 days and less than that shall be taken as temporary duty)

4. An extra allowance of Re.12/- and Re.6/- per mensem shall be paid respectively to drivers and conductors posted in ~~muhrrati~~ malarial area.

5. Clerks working more than eight hours per day shall be given double the wages for extra work in every case.

4D

Schedule Scale of Pay.

Note:- The Textile Enquiry Committee set up by the Government of Madras in the Coimbatore dispute has fixed the minimum wage for an industrial worker at Rs.(12-1) which may be followed in this case.

The practice of periodic short interval of transfer of workers from one Dept. to another which makes him do the heavier work on the same scale of pay, as is being done now, should be discontinued.

Promotion to higher service should be according to seniority and there should be no outside recruitment for the same.

A. [illegible] STAFF:

(1) Skilled workers:

No regular grade, started pay Rs 9 or 10 going on to Rs 22	Painters	...	...	Rs. 13 - 2 - 25 per mensem. " 30 - 3 - 60 " "
Start on Rs 12, go on to Rs 20 or 22	Turners	...	...	" 13 - 3 - 25 " " " 30 - 3 - 60 " "
Start on Rs 10	Blacksmith	...	...	" 13 - 2 - 25 " " " 30 - 3 - 60 " "
Start on Rs 10	Carpenters	...	...	" 13 - 2 - 25 " " " 30 - 3 & 60 " "

(2) Mechanical Dept.

Generally Rs 20. They come from Blacksmiths	Fitters	...	...	" 13 - 2 - 25 " " " 30 - 3 - 75 " "
Start on Rs 50	Mechanics	...	...	" 60 - 5 - 100 " "

B. TRAFFIC STAFF:

Start at Rs 8	Cleaners	...	...	" 10 - 1 - 13 " "
" " 10	Conductors	...	...	" 15 - 2 - 25 " "
" " 20	Drivers	...	...	" 30 - 3 & 60 " "

C. CLERICAL STAFF:

Start at Rs 20	Clerks	...	...	" 25 - 2 - 55 " " " 60 - 3 - 90 " "
No pay for 3 months as apprentices	Probationers	...	...	" 20 for six months. (per mensem)

Coondapoor,

7-2-1939.

To

Hon. Minister for Labour,

Government of Madras.

From

K.L.Bhandari, 4503

Ex-President, Taluk Congress Committee,

Coondapoor.

ASSISTANT SECRETARY TO GOVERNMENT
14 FEB 1939
DEVELOPMENT DEPARTMENT

Sir,

Ref:- South Kanara Motor Employees' grievances.

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Cf 43-46 infra

The pamphlet issued by the "council of action" on behalf of South Kanara Motor Employees Union, No.102 printed by the Kohinoor Press and dated 19-1-1939, a copy of which that has come to my hands is enclosed, makes sorrowful reading. All the trouble seems to have originated from the step taken by the Share-holders of the C.P.C.Company and their Directors in converting the Reserve Fund of over 1½ lakhs of rupees into free paid up shares and issuing the same to the share-holders so as to automatically increase the share capital into thrice the original amount little caring to think that the employees whose sweat of brow and labour had quite a legitimate share in building up the Reserve. When this question of conversion of Reserve Fund was in the air I pointed out to the maingement that the employees also might be remembered and compensated in view of the miserably paltry wages given to them, at least by giving conductors, each a policy of Rs.250/- and drivers etc a Policy of Rs.500/- in the newly started Co-operative Insurance Society at Madras and arranging to pay the premia thereon from the Company's funds. I have not got even a reply to my said communication. I shall not -

ದಿ ಸೌತ್ ಕೆನರಾ ಮೋಟರ್ ಎಂಪ್ಲೋಯಿಸ್ ಯೂನಿಯನ್ ರಿಜಿಸ್ಟರ್ಡ್ No 102

ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯಲ್ಲಿಯ "ಗಲಾಟೆ"ಗೆ ಜವಾಬ್ದಾರರಾರು?

ಜನವರಿ ತಾ. 17ರ "ಸ್ವತಂತ್ರ ಭಾರತ"ದಲ್ಲಿ ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯ ಜನರಲ್ ಮೆನೇಜರರವರ "ಸಿ. ಪಿ. ಸಿ. ಕ್ಲಾರ್ಕರ ಗಲಾಟೆಯ ವಿಷಯ ಜನರಲ್ ಮೆನೇಜರರ ಹೇಳಿಕೆ" ಎಂಬ ಶಿರೋನಾಮದಿಂದ ಪ್ರಕಟಣೆಯು ಜನತೆಯಲ್ಲಿ ಮೋಟರ್ ಕೆಲಸಗಾರರ ಸಂಘ ಮತ್ತು ಸಿ. ಪಿ. ಪಿ. ಕಂಪೆನಿಯ ಕ್ಲಾರ್ಕರ ಕುರಿತು ದುರಭಿಪ್ರಾಯವನ್ನು ಹಬ್ಬಿಸುವ ಉದ್ದೇಶ ವುಳ್ಳಾದ್ದಾಗಿದೆ. ಈ ಸಂದರ್ಭದಲ್ಲಿ ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯಲ್ಲಿಯ ಗಲಾಟೆಗೆ ಮೂಲ ಕಾರಣರಾರು? ಮತ್ತು ಅದು ಈಗ ಯಾವ ರೂಪ ಹೊಂದಿರುವುದು ಎಂಬದನ್ನು ವಿವರಿಸುವುದು ಅವಶ್ಯಕವಾಗಿದೆ.

ದಕ್ಷಿಣ ಕನ್ನಡ ಜಿಲ್ಲಾ ಮೋಟರ್ ಕೆಲಸಗಾರರ ಸಂಘದ ಮಹಾಸಭೆಯು ನಡೆದುದು ಜನವರಿ ತಿಂಗಳ ತಾ. 7ರಲ್ಲು. ಅಷ್ಟರ ತನಕ ಮೇಲ್ಕಂಡ ಯೂನಿಯನು ನಡೆದು ಒಂದು ವರ್ಷ ಮೂರು ತಿಂಗಳುಗಳಾದರೂ ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯ ಕ್ಲಾರ್ಕರು ಯೂನಿಯನಿಗೆ ಸೇರಿ ಕಂಪೆನಿಯ ವಿಷಯ ಮಾಡಿದ ಹಾನಿಯ ಒಂದು ಸಂಗತಿಯೆನ್ನಾದರೂ ಶ್ರೀ. ವಿ. ಎಸ್. ಕುಡ್ವರು ಕ್ಲಾರ್ಕರುಗಳ ಅವಗಾಹನೆಗೆ ತಂದುದಿಲ್ಲ. ತಾ. 7ರಲ್ಲು ಕೂಡಿದ ಯೂನಿಯನಿನ ಮಹಾಸಭೆಯಲ್ಲಿ ಜನರಲ್ ಮೆನೇಜರರವರಿಗೆ ಅದೇಕೋ ಬೇಡವಾಗಿರುವ ಶ್ರೀ. ಕೆ. ರಮಾನಾಥ ರಾಯರು ಜನರಲ್ ಸೆಕ್ರೆಟರಿಯಾಗಿ ನೇಮಿಸಲ್ಪಟ್ಟ ಮೇಲೆ ಇಷ್ಟೆಲ್ಲಾ ಗಲಾಟೆಯಾಗಿದೆ. ಈ ನೇಮಕಕ್ಕೆ ಸಿ. ಪಿ. ಸಿ. ಕ್ಲಾರ್ಕರೇ ಜವಾಬ್ದಾರರೇನೂ ಅಲ್ಲ. ಯೂನಿಯನಿನಲ್ಲಿ, ಶಂಕರ ವಿಠಲ್ಸ್, ಹನುಮಾನ್ ಕಂಪೆನಿ ಮೊದಲಾದ ಜಿಲ್ಲೆಯ ಯಾವತ್ತೂ ಕಂಪೆನಿಯ ನೌಕರರು ಸೇರಿರುತ್ತಾರೆ. ಶ್ರೀ. ರಮಾನಾಥ ರಾಯರ ನೇಮಕದ ವಿಷಯದಲ್ಲಿ ಯೂನಿಯನಿನ ಹೊರಗಣ ಕೆಲವರಿಗೆ ಅಸಮ್ಮತಿ ಇದ್ದಿತು. ಅದಕ್ಕೆ ಕೇವಲ ಖಾಸಗಿ ದ್ವೇಷವೇ ಅಲ್ಲದೆ ಇತರ ಕಾರಣವಾವುದೂ ಇರಲಿಲ್ಲ. ಈ ಹೊರಗಣವರ ಪ್ರೇರೆಪಣೆಯಿಂದ ಶ್ರೀ. ಗೋವಿಂದ ನಾಯಕರೆಂಬ ಸಿ. ಪಿ. ಸಿ. ನೌಕರರೊಬ್ಬರು. ಶ್ರೀ. ರಮಾನಾಥ ರಾಯರಿಗೆ ಪ್ರತಿ ಸ್ಪರ್ಧಿಯಾಗಿ ನಿಲ್ಲಿಸಲ್ಪಟ್ಟರೂ ಅವರಿಗೆ ಕೇವಲ 5 ಮತಗಳೂ, ಶ್ರೀ. ರಮಾನಾಥ ರಾಯರಿಗೆ 63 ಮತಗಳೂ ದೊರೆತವು.

ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯ ಜನರಲ್ ಮೆನೇಜರರ ದ್ವೇಷ ಸಾಧನೆ:

ತಾ. 8-1-39ರಲ್ಲು ಆದಿನ ಆದಿತ್ಯವಾರವಾದರೂ, ಸಿ. ಪಿ. ಸಿ. ಜನರಲ್ ಮೆನೇಜರರು ತಾನು ನಡೆಸುವ "ಸ್ವತಂತ್ರ ಭಾರತ"ದಿಂದ ರಾಜಕೀಯ ಭಿನ್ನಾಭಿಪ್ರಾಯದ ನಿಮಿತ್ತ ಬಿಟ್ಟುಹೋದ ಆಗಣ ಸಂಪಾದಕರೊಡನೆ ಸಹಕರಿಸಿ ರಾಜಿನಾಮೆಯಿತ್ತ ಶ್ರೀ. ರಮಾನಾಥ ರಾಯರನ್ನು ಜನರಲ್ ಸೆಕ್ರೆಟರಿಯಾಗಿ ನೇಮಿಸಿದ ಒಂದೇ ಕಾರಣದಿಂದ ರೇಗಿಬಿದ್ದು ಅಂದು ಆಫೀಸಿಗೆ ಬಂದ ಕ್ಲಾರ್ಕರನ್ನು ಕರೆದು ತಾನು ಡಿಸ್‌ಮಿಸ್ ಮಾಡಿದವನನ್ನು ನೀವು (ಯೂನಿಯನಿನವರು) ಕೆಲಸಕ್ಕೆ ಇಟ್ಟುಕೊಳ್ಳುವುದಾದರೂ ಹೇಗೆ? ಅವರು ತನ್ನ ಕುರಿತು ಅಪಪ್ರಚಾರ ಮಾಡುವುದು ನಿಮಗೆ ಗೊತ್ತಿಲ್ಲವೇ? ಹೀಗೆಲ್ಲಾ ಮಾಡಿದರೆ ನಿಮ್ಮನ್ನೆಲ್ಲಾ ಕೆಲಸದಿಂದ ತೆಗೆದುಹಾಕಿ ಬಿಡುತ್ತೇನೆ. ಎರಡು ನಿಮಿಶದಲ್ಲಿ ಇಡೀ ಶಿಬಂಧಿಯನ್ನೇ ಬದಲಾಯಿಸುವ ಶಕ್ತಿ ತನಗಿದೆಯೆಂದು ಮುಂತಾಗಿ ಬೆದರಿಸಿ ತಾನೇ ಕರೆದ ಕ್ಲಾರ್ಕರನ್ನು "ಹೊರ ಹೋಗಿ" (Get out) ಎಂತ ಗದರಿಸಿದರು. ಇದರಿಂದ ಜನರಲ್ ಮೆನೇಜರರು ಈರೀತಿ ವರ್ತಿಸಲು ಕಂಪೆನಿಯ ಮತ್ತು ಕೆಲಸಗಾರರ ಹಿತವೇನೂ ಕಾರಣವಲ್ಲವೆಂದೂ, ಅವರು ಕೇವಲ ರಾಜಕೀಯ ಮತ್ತು ಖಾಸಗಿ ದ್ವೇಷ ಪ್ರೇರಿತರಾಗಿದ್ದರೆಂತಲೂ ಸ್ಪಷ್ಟವಾಗುವುದು. ಯೂನಿಯನೆಂಬುದು ಅವರ ಅಡಿಯಾಳಾಗಿ ಅವರ (ಸ್ವಾರ್ಥಸಾಧನೆಯ) ಕೈಗೊಂಬೆಯಾಗಿ ನಡೆಯುವುದಾದರೆ ಜನರಲ್ ಮೆನೇಜರರಿಗೆ ಯೂನಿಯನ್ನು ಮೊದಲಿದ್ದಂತೆಯೇ ಇರುವುದಕ್ಕೆ ಯಾವ ಆಕ್ಷೇಪವೂ ಇಲ್ಲ. ಆದರೆ ಅದೇನಾದರು ಸ್ವತಂತ್ರ ತೋರಿಸಿದ ಪಕ್ಷದಲ್ಲಿ ಅನ್ಯಾಯವಾಗಿ ಅದನ್ನು ಮುರಿಯಲೆತ್ನಿಸಿ ಅದಕ್ಕಾಗಿ ಕೆಲಸಮಾಡುವ ತನ್ನ ಬಡ ನೌಕರರ ಮೇಲೆ ತೀವ್ರ ಪ್ರತೀಕಾರ ಮಾಡಲು ಹಿಂಜರಿಯುವುದಿಲ್ಲವೆಂದೂ ಸಿದ್ಧವಾಗುವುದು. ಆದರೆ ನಾವು ಈ ಸಂದರ್ಭದಲ್ಲಿ ಜನತೆಗೆ ತಿಳಿಯಬಯಸುವುದು ಏನೆಂದರೆ ಯೂನಿಯನಿನ ಮತ್ತು ಮ್ಯಾನೆಜರ್ ಹಿತವು ಭಿನ್ನಭಿನ್ನವಾದುದು. ಆದುದರಿಂದ ಕೈಗೊಂಬೆಯಾಗಿರುವ ಯೂನಿಯನ್ನಿನಿಂದ ತಾತ್ಕಾಲಿಕವಾದ ಮತ್ತು ಭ್ರಾಮಕವಾದ ಅಲ್ಪಸ್ವಲ್ಪ ಹಿತಗಳನ್ನು ಸಾಧಿಸಬಹುದಾದರೂ ಕಟ್ಟಕಡೆಗೆ ಅದರಿಂದ ಹಾನಿಯೇ ಹೊರತು; ಒಳ್ಳೆಯದಾಗಲಾರದು, ಮತ್ತು ಕೆಲಸಗಾರರು ಸ್ವಾಭಿಮಾನಿಗಳಾಗಲೂ, ಸ್ವಾವಲಂಭಿಗಳಾಗಲೂ ಸಾಧ್ಯವೇ ಇಲ್ಲ. ಸ್ವಾಭಿಮಾನ ಮತ್ತು ಸ್ವಾತಂತ್ರದ ಈ ಯುಗದಲ್ಲಿ ದಕ್ಷಿಣ ಕನ್ನಡದ ಮೋಟರ್ ಕೆಲಸಗಾರರೆಲ್ಲರೂ ಸಂಘಟಿತರಾಗಿ ಸಾಧ್ಯವಾದಷ್ಟು ಬೇಗ

ಮ್ಯಾನೆಜರೊಂದಿಗೆ ಸೌಹಾರ್ದದಿಂದ ಸಹಕರಿಸಿ, ತಮ್ಮ ಹಿತಸಾಧನೆಯನ್ನು ಮಾಡಿಕೊಳ್ಳಬೇಕು. ಅದು ಎಷ್ಟಕ್ಕೂ ಅಸಾಧ್ಯವೆಂತಾದರೆ ಸ್ವಾಭಿಮಾನದಿಂದ ಮ್ಯಾನೆಜರನ್ನು ವಿರೋಧಿಸಿಯಾದರೂ ತಮ್ಮ ಹಕ್ಕುಭಾದ್ಯತೆಗಳನ್ನು ಗಳಿಸಿಕೊಳ್ಳಬೇಕು. ಕೆಲಸಗಾರರ ಸಂಘಟಣೆಯ ಈ ಮೂಲಭೂತ ತತ್ವದ ಬುಡಕ್ಕೇನೇ ಸಿ. ಪಿ. ಸಿ. ಯ ಜನರಲ್ ಮೆನೇಜರರು ಕೊಡಲಿ ಇಡಲು ಹೊರಟಿರುವುದರಿಂದ ಯೂನಿಯನ್ನಿನವರು ನಿರ್ವಾಹವಿಲ್ಲದೆ ಅವರನ್ನು ವಿರೋಧಿಸಬೇಕಾಗಿದೆ. ಯೂನಿಯನಿನ ಮೂಲಕ ಅವರು ತನ್ನ ಖಾಸಗಿ ಮತ್ತು ರಾಜಕೀಯ ದ್ವೇಷವನ್ನು ಸಾಧಿಸಲೆತ್ನಿಸುವಾಗ ಹೊಡೆಹಾಕದೆ ಗತ್ಯಂತರವಿಲ್ಲವಾಗಿದೆ. ನಾವು ಮಾಡಿದ ಅಪರಾಧವೆಂದರೆ ಇಷ್ಟೆ! ಇಷ್ಟು ಮಾತ್ರದಿಂದಲೇ ಅವರು ರೇಗಿಬಿದ್ದು ಇಡೀ ಯೂನಿಯನನ್ನೇ ನಾಶ ಮಾಡುವ ಛಲತೊಟ್ಟಿದ್ದಾರೆ. ಇದು ಎಷ್ಟೊಂದು ಯುಕ್ತವೆಂದು ಸಾರ್ವಜನಿಕರೇ ವಿಚಾರಿಸಬೇಕಾಗಿದೆ.

ಕೆಲಸಗಾರರನ್ನು ವಿಭಾಗಿಸುವ ಕುಟಿಲ ನೀತಿ.

ಸಿ. ಪಿ. ಸಿ.ಯ ಜನರಲ್ ಮೇನೆಜರರು ಕೇವಲ ಮಧ್ಯಕಾಲದ (Medieval age) ಮನೋವೃತ್ತಿಯನ್ನು ತೋರಿಸುವುದು ಮಾತ್ರವಲ್ಲದೇ ಮೋಟಾರು ಕೆಲಸಗಾರರನ್ನೆಲ್ಲಾ ಕ್ಲಾರ್ಕರು, ವರ್ಕ್‌ಶೋಪ್ ಕೆಲಸಗಾರರು, ಡ್ರೈವರ್ ಕಂಡಕ್ಟರರು ಎಂದು ಮುಂತಾಗಿ ವಿಭಾಗಿಸಿ, ಅವರೊಳಗೆ ಭೇದದ ವಿಷ ಬೀಜ ಬಿತ್ತಿ, ಕೆಲಸಗಾರರ ಒಕ್ಕಟ್ಟನ್ನು ಮುರಿಯುವ ಶಲ್ಯತಂತ್ರವನ್ನು ಹೂಡಿದ್ದಾರೆ. ಇದರಿಂದ ಅವರು ಎಷ್ಟು ಮಟ್ಟಿಗೆ ಕೆಲಸಗಾರರ ಹಿತಚಿಂತಕರಿರುವರೆಂಬುದು ಸ್ಪಷ್ಟವಾಗುತ್ತದೆ. ತಮ್ಮ ಗುಲಾಮರಾಗಿ ವರ್ತಿಸುವವರಿಗೆ ಬೇಕಾದ ನೌಕರಿ, ಹುದ್ದೆ ಮೊದಲಾದ ಸೌಕರ್ಯಗಳನ್ನು ಬ್ರಿಟಿಷ ಸರಕಾರವು ಕೊಡುತ್ತಿದೆ. ಆದರೆ, ಅದನ್ನು ಸ್ವೀಕರಿಸಬೇಕಾದರೆ ಹಿಂದೀಯನು ತನ್ನ ಸ್ವಾಭಿಮಾನ ಮತ್ತು ಸ್ವದೇಶಾಭಿಮಾನವನ್ನು ಬಿಟ್ಟು ದೇಶದ್ರೋಹಿಯೆಂದೆಣಿಸಬೇಕಾಗುವುದು. ಇದೇ ರೀತಿಯಲ್ಲಿ ಸಿ. ಪಿ. ಸಿ.ಯ ಜನರಲ್ ಮೆನೇಜರರು ಹೇಳಿದಂತೆ ಕೇಳುವವರಿಗೆ ಅವರು ಬೇಕಾದ ಸೌಕರ್ಯ ಒದಗಿಸುವ ಆಶೆ ತೋರಿಸಬಹುದು. ಆ ಬಲೆಯನ್ನು ಅವರು ಇಷ್ಟರಲ್ಲೇ ಬೀಸಿದ್ದಾರೆ. ಆದರೆ, ವಿಚಾರಶೀಲರೂ, ಸ್ವಾಭಿಮಾನಿಗಳೂ ಆದ ಕೆಲಸಗಾರರು ಇಂತಹ ಕುಟಿಲನೀತಿಗೆ ಮರುಳಾಗಲಾರರೆಂದು ನಂಬುತ್ತೇವೆ. ಯೂನಿಯನ್ನಿನಲ್ಲಿ ಹೆಚ್ಚಿನ ವರ್ಗ ಜಾಗ್ರತಿ ಪಡೆದು ಅದರ ಸಂಘಟನೆಯಲ್ಲಿ ಮುಖ್ಯ ಭಾಗ ವಹಿಸಿದವರು ಕ್ಲಾರ್ಕರುಗಳು. ಅವರನ್ನು ಹ್ಯಾಗಾದರೂ ಯೂನಿಯನ್ನಿಂದ ಹೊರಹಾಕುವ ಎಲ್ಲಾ ವಿಧದ ಪ್ರಯತ್ನವನ್ನು ಜನರಲ್ ಮೆನೇಜರವರು ಮಾಡುತ್ತಿದ್ದಾರೆ. ಅವರ ಮೇಲೆ ನಾನಾ ಆರೋಪಗಳನ್ನು ಹೊರಿಸಿದ್ದಾರೆ. ಆದರೆ, ಕ್ಲಾರ್ಕರು ಕೇವಲ ತಮ್ಮೊಂದು ಸ್ವಾರ್ಥಸಾಧನೆಗಾಗಿ ಯಾವ ಕೆಲಸವನ್ನೂ ಮಾಡಿರುವುದಿಲ್ಲ. ಇಡೀ ಯೂನಿಯನ್ನಿನ ಉನ್ನತಿಸಾಧನೆಯ ಏಕಮಾತ್ರ ದೃಷ್ಟಿಯಿಂದ ಕೆಲಸಮಾಡುತ್ತಾ ಬಂದಿದ್ದಾರೆ. ಯೂನಿಯನ್ನಿನ ಸಂಘಟನೆ ಮತ್ತು ಕೆಲಸಗಾರರ ಒಕ್ಕಟ್ಟಿಗಾಗಿಯೇ ಈಗ ನಾನಾ ಪೀಡೆ ಮತ್ತು ಕಷ್ಟನಷ್ಟಗಳಿಗೊಳಗಾದರೂ ಬೆದರದೆ ಹೋರಾಡುತ್ತಿದ್ದಾರೆ. ಇಂಥಹ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ ಸಿ. ಪಿ. ಸಿ.ಯ ಜನರಲ್ ಮೆನೇಜರರು ಕ್ಲಾರ್ಕರ ವಿರೋಧವಾಗಿ ಇತರ ಕೆಲಸಗಾರರನ್ನು ಹುರಿದುಂಬಿಸಿ, ಅವರನ್ನು ಸದೆಬಡಿಯಲು ಹೊರಟಿರುವುದು ಅತ್ಯಂತ ವಿಷಾದಕರವಿದೆ

ಕ್ಲಾರ್ಕರ ಮೇಲಿನ ಆರೋಪಗಳು.

ಕ್ಲಾರ್ಕರು ಮುಂಚಿನಿಂದಲೂ ಇತರ ಮೋಟಾರು ಕೆಲಸಗಾರರ ಧುರೀಣತೆಯನ್ನು ಸ್ವಾಧೀನಪಡಿಸಿಕೊಳ್ಳಲು ಯತ್ನಿಸುತ್ತಿದ್ದರೆಂದು ಜನರಲ್ ಮೇನೆಜರರ ಅಧಾರರಹಿತ ಆರೋಪ. ಕ್ಲಾರ್ಕರ ಸ್ವಾರ್ಥದ ದೃಷ್ಟಿಯಿಂದ ಜ. ಮೆ.ರವರ ಸೂಚನೆಯಂತೆ ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯ ಯೂನಿಯನ್ ಸ್ಥಾಪನೆ ಮಾಡುವುದೇ ಒಳ್ಳೆಯದಾದ್ದು. ಅವರು ಧುರೀಣತ್ವವನ್ನು ಆಶಿಸುವುದಾದರೆ ಜ. ಮೆ. ರವರು ಹೇಳಿದಂತೆ ಕೇಳಿಕೊಂಡು ಇತರ ನೌಕರರ ಮೇಲೆ ಅಧಿಕಾರ ಚಾಲು ಮಾಡಬಹುದು. ಈಗಲೂ ಅದು ಸಾಧ್ಯವಿದೆ. ಕ್ಲಾರ್ಕರು ಜ. ಮೆ. ರವರ ಇಚ್ಛೆಯಂತೆ ನಡೆಯಲೊಪ್ಪಿದ್ದೇ ಆದರೆ ಅವರನ್ನು ತಮ್ಮ ಕೈವಶಮಾಡಿಕೊಂಡು ಜ. ಮೆ. ರವರು ಇತರ ಕೆಲಸಗಾರರಲ್ಲಿಯಾದರೂ ಸಂಘಟಿತರಾಗಿ ಸ್ವತಂತ್ರ ತೋರಿಸಿದರೆ ಅವರನ್ನು ಮುರಿಯಲೆತ್ನಿಸಬಹುದು. ಆದರೆ ಇಂಥಹ ಭೇದನೀತಿಗೆ ಅಸ್ಪದವೇ ಕೊಡಬಾರದೆಂದೂ, ಕೆಲಸಗಾರರೆಲ್ಲರೂ ಅವರವರೆನ್ನದೆ ಸಮಾನತೆಯಿಂದ ಬಂಧುಗಳಾಗಿ ಸಂಘಟಿತರಾಗಿ ಸಪುಷ್ಟಿಯ ಹಿತಸಾಧನೆ ಮಾಡಬೇಕೆಂದೂ ಯೂನಿಯನ್ನಿನವರು ಪ್ರಯತ್ನಿಸುತ್ತಿದ್ದಾರೆ. ಆದುದರಿಂದ ಯಾವುದಾದರೂ ಒಂದೇ ವರ್ಗದ ಕೆಲಸಗಾರರ ಹಿತದೃಷ್ಟಿ ಮಾತ್ರ ಯೂನಿಯನ್ನಿನಲ್ಲಿ ಇರುವುದಿಲ್ಲ. ಅದಕ್ಕೆ ಅದು ಈ ವರೆಗೆ ಮಾಡಿರುವ ಕೆಲಸ, ನಡಿಸಿ ಬಂದಿರುವ ಹೋರಾಟ ಮತ್ತು ಇಷ್ಟರ ತನಕ ಮ್ಯಾನೆಜ್‌ಮೆಂಟಿನವರು ಮುಂದಿಟ್ಟಿರುವ ಮತ್ತು ಇನ್ನೂ ಮುಂದಿಡಲಿರುವ ಎಲ್ಲಾ ಮೋಟಾರು ಕೆಲಸಗಾರರ ಕನಿಷ್ಠ ಕೇಳಿಕೆಗಳೇ ಸಾಕ್ಷಿಯಾಗಿರುತ್ತವೆ

ಯೂನಿಯನ್ನಿನವರು ಕಂಪೆನಿಗೆ ಯಾವ ರೀತಿಯ ಹಾನಿಯನ್ನಾಗಲೀ, ತೊಂದರೆಯನ್ನಾಗಲೀ ಮಾಡಿರುವುದಿಲ್ಲ. ಸಿ. ಪಿ. ಸಿ. ಯ ಕ್ಲಾರ್ಕರು ತಮ್ಮ ಕಂಪೆನಿಯ ಹಿತಸಾಧನೆಯಲ್ಲಿ ಕಂಪೆನಿಯ ನೌಕರರೇ ಆಗಿರುವ ಜ. ಮೆ. ರಷ್ಟೇ ಆಸಕ್ತರಾಗಿದ್ದಾರೆ. ಆದ್ದರಿಂದ; ಕ್ಲಾರ್ಕರು ಆತ್ಮ ಘಾತುಕವಾದ ಧೋರಣೆಯನ್ನು ವಹಿಸುವಷ್ಟು ಮೂರ್ಖರಲ್ಲವೆಂದೂ ಕಂಪೆನಿ ತೊಂದರೆ ಮಾಡುತ್ತಿರುವರೆಂಬ ಜ. ಮೆ. ರವರ ಆರೋಪವು ಕೇವಲ ತನ್ನ ಪಕ್ಷಪ್ರತಿಪಾದನೆಯ ಸೋಗೆಂದೂ ಧೃಡಪಡಿಸುತ್ತೇವೆ. ಅವರ ಅವಿವೇಕವರ್ತನೆಯಿಂದಾಗಿಯೇ ಇಷ್ಟರ ವರೆಗೆ ಒಳ್ಳೆಯ ಹೆಸರು ಪಡೆದು ಪ್ರಖ್ಯಾತವಾದ ಸಿ. ಪಿ.

ಸಿ. ಕಂಪೆನಿಯ ಹೆಸರಿಗೆ ಕಳಂಕ ಬರುವಂತಾಗಿದೆ ಹೊರತು ಸಿ. ಪಿ. ಸಿ. ಕ್ಲಾರ್ಕರು ಇದಕ್ಕೆ ಯಾವ ರೀತಿಯಲ್ಲಿಯೂ ಜವಾಬ್ದಾರರಲ್ಲ. ಪರಿಸ್ಥಿತಿಯು ಇದೇ ರೀತಿ ಮುನ್ನಡೆದರೆ ಕಂಪೆನಿಗೆ ಎಂತಹ ಹಾನಿ ಉಂಟಾಗುವದೆಂಬದು ಹೇಳಬರುವುದಿಲ್ಲ. ಇದಕ್ಕೆಲ್ಲಾ ಜವಾಬ್ದಾರರು ಜ. ಮೆ. ರವರು ಎಂದು ನಾವು ಪುನಃ ಪುನಃ ಸಾರುತ್ತೇವೆ.

ಜ. ಮೆ. ರವರ ಈಗಿನ ವರ್ತನೆಯು ನಮ್ಮ ಕೆಲಸಗಾರರಿಗೆ ಹಾನಿಕರವೆಂಬುದು ಸ್ಪಷ್ಟವಿದೆ. ಹಿಂದಿನ ಆಡಳಿತದಲ್ಲಿ ಸಿ. ಪಿ. ಸಿ. ನೌಕರರಿಗೆಲ್ಲಾ ಒಂದು ತಿಂಗಳ ಬೋನಸ್ಸು ಸರ್ವ ಸಾಧಾರಣವಾಗಿ ಕೊಡಲ್ಪಡುತ್ತಿತ್ತು. ಆದರೆ ಈಗಿನ ಆಡಳಿತ ಹೊಸ ಸೂತ್ರದ ಮೇರೆಗೆ ಮೆನೇಜ್‌ಮೆಂಟಿನವರು ಶೇಕಡಾ 6%ರಂತೆ (ಅಂದರೆ ಈಗ ಒಂದು ಶೇರನ್ನು 3 ಶೇರು ಗಳಾಗಿ ಮಾರ್ಪಡಿಸಿರುವುದರಿಂದ ಮುಂಚಿನ 18% ಆಗುತ್ತದೆ) ಡಿವಿಡೆಂಡ್ ಕೊಟ್ಟರೆ ಮಾತ್ರ ಒಂದು ತಿಂಗಳ ಬೋನಸ್ಸು ಕೆಲಸಗಾರರಿಗೆ ಕೊಡಲ್ಪಡುತ್ತದೆ. ಇದರಿಂದ ಎಷ್ಟರ ಮಟ್ಟಿಗೆ ಕೆಲಸಗಾರರ ಹಿತಸಾಧನೆಯಾಯಿತೆಂದೂ ಹೇಳಬರುವುದಿಲ್ಲ. ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯಲ್ಲಿ ಶೇಖರಿತವಾದ ರಿಜರ್ವ್ ಫಂಡಿನಿಂದ ಹಣ ತೆಗೆದು ಪ್ರತೀ ಪಾಲುಗಾರರಿಗೆ ಇರತಕ್ಕ ಪಾಲು ಒಂದಕ್ಕೆ 2 ಪಾಲುಗಳನ್ನು ಉಚಿತವಾಗಿ ಕೊಡುವ ಸಂದರ್ಭದಲ್ಲಿ ನೌಕರರಿಗೂ ಕೆಲವೆ ನ್ಯಾಯವಾದ ಸೌಕರ್ಯಗಳನ್ನು ಕೊಡಬೇಕೆಂದು ಮನವಿ ಮಾಡಿಕೊಂಡುದು ಜ. ಮೆ. ರವರಿಗೆ ಅಹಿತವೆಂದಾಯಿತು. ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯ ಕ್ಲಾರ್ಕರು ಕಂಪೆನಿಗೆ ಬಾಧಕವಾದ ರೀತಿಯಲ್ಲಿ ಅದರ ಆಡಳಿತದ ಗುಟ್ಟನ್ನೆಲ್ಲಾ ಕೊಡುತ್ತಿರುವರೆಂಬ ಅನ್ಯಾಯವೂ ಆಧಾರ ರಹಿತವಾದ ಆರೋಪವನ್ನು ಜ. ಮೆ. ರವರು ಪದೇ ಪದೇ ಮಾಡುತ್ತಿದ್ದಾರೆ. ಕ್ಲಾರ್ಕರು ಹಾಗೆ ಕೊಟ್ಟಿರುವ ಗುಟ್ಟಿನ ವಿಷಯಗಳಾವುವು ಎಂಬುದನ್ನು ಜನರಲ್ ಮೇನೆಜರವರು ತಿಳಿಸಿದ್ದರೆ ಒಳ್ಳೆಯದಿತ್ತು, ಸಿ. ಪಿ. ಸಿ. ಕ್ಲಾರ್ಕರು ಜನತೆಯ ತಿಳುವಳಿಕೆಗೆ ಬರುವ ವಿಷಯಗಳನ್ನು ಹೊರತು ಕಂಪೆನಿಯ ಆಡಳಿತದ ಯಾವ ರಹಸ್ಯವನ್ನಾದರೂ ಪ್ರಕಟಗೊಳಿಸಲಿಲ್ಲ.

ಅಸೇಲ ಅಮ್ಮಣ್ಣನ ವಿಚಾರ

ಅಸೇಲ ಅಮ್ಮಣ್ಣ ಎಂಬ ಕಂಡಕ್ಟರರೊಬ್ಬರನ್ನು ತೆಗೆದುಹಾಕಿದ ವಿಷ್ಯವಾನಕ್ಕೆ ಜ. ಮೆ.ರವರು ಅನಾವಶ್ಯಕವಾದ ಮಹತ್ವ ವನ್ನಿತ್ತಿದ್ದಾರೆ. ಯೂನಿಯನಿನವರು ಈ ವಿಷಯದಲ್ಲಿ ಚೆನ್ನಾಗಿ ವಿಚಾರಿಸಿ ಅಸೇಲ ಅಮ್ಮಣ್ಣನು ತಪ್ಪಿತಸ್ತನಲ್ಲವೆಂದು ಅಭಿಪ್ರಾಯ ಪಟ್ಟು ಅವರ ವಿಷಯದಲ್ಲಿ ಜ. ಮೆ.ರವರಿಗೆ ಬರಕೊಂಡದಾಗಿದೆ. ಯೂನಿಯನ್ನಿಗೆ ತಿಳಿದ ಮಟ್ಟಿಗೆ ಅಸೇಲ ಅಮ್ಮಣ್ಣನ ಪ್ರಕರಣದ ವಿಷಯದಲ್ಲಿ ಜ. ಮೆ.ರವರು ಪ್ರಕಟಿಸಿದ ವಿಷಯಕ್ಕೂ ನಾವು ತಿಳಿದಿರುವ ವಿಷಯಕ್ಕೂ ಬಹಳ ಬೇಧವಿರುತ್ತದೆ. ಪೆಸೆಂಜರ ರೊಬ್ಬರು ಮೂರು ಬುಟ್ಟಿ ಕಿತ್ತಳೆ ಹಣ್ಣುಗಳನ್ನು ಮಡಿಕೇರಿ ತಾಳ್ತಮನೆಯಿಂದ ತರುವಾಗ 2 ಬುಟ್ಟಿಗಳಿಗೆ ಚಾರ್ಜ್ ಕೊಟ್ಟು 1 ಬುಟ್ಟಿಗೆ ಕೊಟ್ಟಿರಲಿಲ್ಲ. ಅದಕ್ಕೂ ಕೊಟ್ಟಿರುತ್ತೇನೆಂದು ಹೇಳಿದರು. ಪಾರ್ಸೆಲ್ ರೀತಿಯಲ್ಲಿ ಹಾಗೆ ಮೂರು ಬುಟ್ಟಿ ಕಾಣಿಸದೆ ಎರಡು ಬುಟ್ಟಿ ಮಾತ್ರ ಕಾಣಿಸಿದ್ದರಿಂದ 3ನೇ ಬುಟ್ಟಿಗೆ ಚಾರ್ಜು ಕೊಡಬೇಕೆಂದು ಕಂಡಕ್ಟರು ಅಸೇಲ ಅಮ್ಮಣ್ಣನ್ನ ಕೇಳಿದ್ದಾಗ ಪೆಸೆಂಜರರು ನಿರಾಕರಿಸಿ ಚರ್ಚೆಯಾಗಿ ಸದರಿ ಬುಟ್ಟಿಯನ್ನು ಕಂಡಕ್ಟರನು ತನ್ನ ಕರ್ತವ್ಯದಂತೆ ತಾಳ್ತಮನೆ ಸ್ಟೇಷನಿಗೊಯ್ದು ಕೊಟ್ಟನು. ತಾಳ್ತಮನೆಯ ಯಾವ ಅಂಗಡಿಯಿಂದ ಈ ಬುಟ್ಟಿಗಳನ್ನು ಪೆಸೆಂಜರರು ಕೊಂಡುಹೋಗಿದ್ದರೋ ಆ ವ್ಯಾಪಾರಿಗೆ ಪೆಸೆಂಜರರ ಪರಿಚಯವಿದ್ದುದರಿಂದಲೂ ಮತ್ತು ಕಿತ್ತಳೆಹಣ್ಣು ಕೊಳೆತುಹೋಗುವ ಸಂಭವವಿದ್ದುದರಿಂದಲೂ ಸದ್ರಿ ವ್ಯಾಪಾರಿಯು ಅದನ್ನು ಏಜಂಟ್ರಿಂದ ಪಡೆದು ಮಾರಿ ಹಣವನ್ನು ಜಮೆಯಾಗಿ ಇಟ್ಟುಕೊಂಡನು. ಆನಂತರ ಆ ಪೆಸೆಂಜರು ಹಿಂದೆ ತಾಳ್ತಮನೆಗೆ ಬಂದಾಗ ಸದ್ರಿ ಬುಟ್ಟಿಯನ್ನು ಮಾರಿ ಬಂದ ಹಣವನ್ನು ಅವರಿಗೆ ಕೊಟ್ಟರು. ಆದರೆ ತಾಳ್ತಮನೆಯ ಏಜೆಂಟರ ಪಿಕೂರಿಯಿಂದ ಆ ಪೆಸೆಂಜರರು ಹಣವನ್ನು ನಿರಾಕರಿಸಿ ಕಂಡಕ್ಟರನ ಮೇಲೆ ಕಂಪೆನಿಗೆ ಅರ್ಜಿ ಬರಕೊಂಡರು. ಸಂಗತಿಗಳು ಹೀಗಿರುತ್ತಾ ಜನರಲ್ ಮೆನೆಜರವರು 18 ವರ್ಷ ಕೆಲಸಮಾಡಿದ್ದ ಕಂಡಕ್ಟರನನ್ನು ಕೆಲಸದಿಂದ ನಿವೃತ್ತಿ ಪಡಿಸಿದ್ದರು. ಈ ಕುರಿತು ಯೂನಿಯನಿನವರು ಚಳವಳಿಸಿದುದು ದೊಡ್ಡ ಅಪರಾಧವೆಂದೂ ಜನರಲ್ ಮೆನೆಜರವರ ಅಭಿಮತ. ಈ ವಿಷಯವನ್ನು ಯೂನಿಯನಿನವರು ತಮ್ಮ ಕಾರ್ಯಕಲಾಪಗಳ ವರದಿಯಲ್ಲಿ ಪ್ರಸ್ತಾಪಿಸಿದ ಮಾತ್ರಕ್ಕೆ ಅದು ತಪ್ಪಾಗುವುದು ಹೇಗೊ ನಮಗರಿಯದು. ವರದಿಯಲ್ಲಿ ಜನರಲ್ ಮೆನೆಜರ ವರ್ತನೆಯ ಖಂಡನೆಯಾಗಲೀ ಕ್ಲಾರ್ಕರ ಪುಷ್ಟೀಕರಣವಾಗಲೀ ನಡೆದುದಿಲ್ಲ.

ಒನ್ಮೆಯೇ ಜನರಲ್ ಮೆನೆಜರವರು ಸಿಟ್ಟುಗೊಂಡು ಕ್ಲಾರ್ಕರೆಲ್ಲ ಯೂನಿಯನಿನ ಮೆಂಬರಿಕೆಗೆ ರಾಜಿಕೊಡಬೇಕು. ಇಲ್ಲವೇ ಆಡಳಿತಕ್ಕೆ ಸಂಬಂಧವಿಲ್ಲದ ಇತರ ಕೆಲಸಗಳಿಗೆ ನೇಮಿಸ್ಪಡಲು ತಯಾರಿರಬೇಕೆಂದೂ ಬೆದರಿಕೆ ಹಾಕುವುದರಲ್ಲಿ ಅರ್ಥವಿಲ್ಲ. ಇಂಥಹ ಬೆದರಿಕೆಗೆ ಕ್ಲಾರ್ಕರು ಒಳಗಾಗದೆ ತಮ್ಮ ಸಂಘದ ಮೆಂಬರಿಕೆಗೆ ಒಡನೆ ರಾಜಿನಾಮೆ ಕೊಡಲು ಮುಂದಾಗಲಿಲ್ಲವೆಂಬುದು ನಿಜ. ಯೂನಿಯನಿನ ಸದಸ್ಯತನಕ್ಕೆ ರಾಜಿನಾಮೆ ಕೊಡುವುದು ಸಾಮಾನ್ಯ ವಿಷಯವೂ ಅಲ್ಲ. ಆ ಕುರಿತು ಆಲೋಚಿಸಲು ಕ್ಲಾರ್ಕರಿಗೆ ಸಮಯ ಬೇಕಾಗಿದ್ದಿತು. ಆದರೆ ಜನರಲ್ ಮೆನೆಜರರು ಕೂಡಲೇ ಮನಬಂದಂತೆ ಕ್ಲಾರ್ಕರನ್ನೆಲ್ಲಾ ಅವಮಾನಿಸುವ ವರ್ಗಾವಣೆಗಳನ್ನು ಮಾಡಿ ಎರಡು ಮಂದಿಯನ್ನು ಕೇವಲ ನೆವಮಾತ್ರವಾಗಿರುವ ಕಾರಣಗಳಿಂದ ಸಸ್ಪೆಂಡ್ ಮತ್ತು ಒಬ್ಬರನ್ನು ತನ್ನಿ ಮುಗಿಯುವ ತನಕ ಆಫೀಸಿಗೆ ಬರುವ ಅವಶ್ಯವಿಲ್ಲವೆಂದೂ ಕೂಡಾ ಮಾಡಿದುದು ಶೋಚನೆಯವಿದೆ. ಹೀಗೆ ಜನರಲ್ ಮೆನೆಜರವರು ಕ್ಲಾರ್ಕರನ್ನೆಲ್ಲಾ ದಿಗಿಲುಗೊಳಿಸಿ ದಬಾಯಿಸಲೆತ್ನಿಸುವಾಗ ಅದನ್ನು ತಣ್ಣಗೆ ತಾಳಿಕೊಂಡು ಕೂತುಕೊಳ್ಳುವುದು ಯೂನಿಯನನ್ನು ನಿರ್ನಾಮಗೊಳಿಸುವಧೂ ಒಂದೇ ಆಗಿರುವುದರಿಂದ ಯೂನಿಯನಿನವರು ಈ ಮಹತ್ವದ ಪ್ರಶ್ನೆಯ ಕುರಿತು ಚಳವಳಿಸತೊಡಗ್ಗಿದ್ದಾರೆ. ಜನರಲ್ ಮೆನೆಜರವರ ವರ್ತನೆಯು ದಿನ ಹೋದಂತೆ ಉಗ್ರವಾಗ ತೊಡಗಿದ್ದರಿಂದ ಬಡಕ್ಲಾರ್ಕರ ವಿಷಯದಲ್ಲಿ ಯೂನಿಯನಿನವರು ಸರಕಾರದ ಮತ್ತು ಸರ್ವ

ಜನಿಕರ ಸಹಾಯ ಪಡೆಯದೆ ನಿರ್ವಾಹವಿಲ್ಲದಾಯಿತು. ಆದುದರಿಂದಲೇ ಯೂನಿಯನಿನವರು ಮಾನ್ಯ ಲೇಬರ್ ಮಂತ್ರಿ ವಿ. ವಿ ಗಿರಿಯವರಿಗೆ ಮೊದಲಾಗಿ ಮನವಿಗಳನ್ನು ಕಳುಹಿಸಿ ಸಾರ್ವಜನಿಕ ಸಭೆಗಳನ್ನು ಜರಗಿಸಬೇಕಾಯಿತು.

ಕ್ಲಾರ್ಕರನ್ನು ಸಸ್ಪೆಂಡ್ ಮಾಡಿದ ವಿದ್ಯಮಾನಗಳು

ಕ್ಲಾರ್ಕರು ಯಾವ ರೀತಿಯಲ್ಲಿಯೂ ಉಡಾಪಿ ತೋರಿಸಲಿಲ್ಲ. ಜನರಲ್ ಮೆನೆಜರವರು ನಾನಾ ರೀತಿ ಅವರನ್ನು ಗದರಿಸಿ ಬೆದರಿಸಿ ತಿರಸ್ಕರಿಸಿದ ಅತ್ಯಂತ ಉದ್ವೇಗಕರ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿಯೂ ಅವರು ಅತೀ ವಿನಯ ರೀತಿಯಿಂದಲೇ ವರ್ತಿಸಿದ್ದಾರೆ. ಯುನಿಯನಿನ ಜತೆಕಾರ್ಯದರ್ಶಿಗಳಲ್ಲೊಬ್ಬರಾದ ಶ್ರೀ ಕೆ. ರಮೇಶರಾಯರು 11ನೇ ತಾರೀಕಿಗೆ ಹಾಜರಿದ್ದು ಕೆಲಸ ಮಾಡಿ ಹಾಜರಿ ಪುಸ್ತಕದಲ್ಲಿ ಮಾತ್ರ ಸಹಿ ಹಾಕಿರಲಿಲ್ಲ. ತಾ. 12ಕ್ಕೆ ರಜೆಯಲ್ಲಿದ್ದರು. ತಾ. 13ರಲ್ಲು ಆಫೀಸಿಗೆ ಹಾಜರಾಗಿದ್ದಾಗ ಹಾಕಲು ಮರೆತು ತಾ. 11ರ ಹಾಜರಿಯನ್ನು ಇತರ ಕ್ಲಾರ್ಕರ ಸಮಕ್ಷಮದಲ್ಲಿಯೇ ಹಾಕಿದ್ದರು. ಈ ಕ್ರಮವು ಸರ್ವ ಸಾಮಾನ್ಯವಾಗಿ ರೂಢಿಯಲ್ಲಿದ್ದಿತು. ಈ ಸಂದರ್ಭದಲ್ಲಿ ಮಾತ್ರ ಜನರಲ್ ಮೆನೆಜರರು ಅದನ್ನು ದೊಡ್ಡ ತಪ್ಪನ್ನಾಗಿ ಮಾಡಿ ಯೂನಿಯನಿನ ಕಾರ್ಯಕಲಾಪಗಳಲ್ಲಿ ಉತ್ಸಾಹದಿಂದ ಕೆಲಸ ಮಾಡುವವರನ್ನು ಸಸ್ಪೆಂಡ್ ಮಾಡಿದರು ಯೂನಿಯನಿನ ಮತ್ತೊಬ್ಬ ಜತೆಕಾರ್ಯದರ್ಶಿ ಶ್ರೀ ಸರ್ವೋತ್ತಮ ಪೈಗಳನ್ನು ಇದೇ ರೀತಿ ಕ್ಷುಲ್ಲಕ ಕಾರಣದಿಂದ ಸಸ್ಪೆಂಡ್ ಮಾಡಿದರು. ಅವರು ಉಡಾಪಿ ಮಾತನಾಡಿದರೆಂಬುದು ತೀರಾ ಸುಳ್ಳು. ಕಂಪೆನಿಯ ಸ್ಟೇಷನರಿ ಕ್ಲಾರ್ಕರಾದ ಶ್ರೀ. ಹರಿರಾಮಶೆಣೈಯವರ ಮೇಲೆ ಶಾರದಾ ಪ್ರೆಸ್ಸಿನಿಂದ ಹಣ ಕಡ ಪಡೆದ ಆರೋಪ ಹಾಕಲ್ಪಟ್ಟಿದೆ. ಶಾರದ ಪ್ರೆಸ್ಸಿನ ಮೆನೆಜಿಂಗ್ ಡೈರಕ್ಟರರಾದ ಶ್ರೀ ವಿ. ಪಿ. ಕಾಮತರು ಜನರಲ್ ಮೆನೆಜರವರ ಬಾವನೆಂಟರಾಗಿರುತ್ತಾರೆ. ಆದುದರಿಂದ ಈ ಕ್ಲಾರ್ಕರು ಕಂಪೆನಿಯ ಜನರಲ್ ಮೆನೆಜರರ ಸವಿಾಪ ಸಮ್ಮಂಧಿಕರ ವಿಷಯದಲ್ಲಿ ಕಂಪೆನಿಗೆ ಅಹಿತವಾದ ಯಾವ ವ್ಯವಹಾರವನ್ನು ನಡಿಸಲು ಸಾಧ್ಯವಿಲ್ಲವೆಂಬುದು ಸ್ವಯಂ ವ್ಯಕ್ತಿನಿದೆ ಮತ್ತು ಖಾಸಗಿಯಾಗಿ ಹಲವು ಕ್ಲಾರ್ಕರು ಬೇರೆಯವರಿಂದ ಸಾಲಪಡಕೊಂಡಿರಬಹುದು ಅದನ್ನು ಪರತು ಸಲ್ಯಾಸಿರಬಹುದು. ಅದಕ್ಕೂ ಕಂಪೆನಿಯ ಆಡಳಿತಕ್ಕೂ ಏನೊಂದೂ ಸಂಬಂಧವಿರುವುದಿಲ್ಲ. ಇದನ್ನು ಒಂದು ದೊಡ್ಡ ಆರೋಪವಾಗಿ ಮಾಡಿದ ಜನರಲ್ ಮೆನೆಜರವರ ಮನೋವೃತ್ತಿಯು ಶೋಚನೀಯವಾಗಿದೆ.

ಹಟ ಸಾಧನೆ ಯಾರದು?

ಜನರಲ್ ಮನೇಜರವರು ತಮ್ಮ ಕಂಪೆನಿಯ ಕ್ಲಾರ್ಕರ ಮೇಲೆ ಜರಿದು ಬಿದ್ದು ಅವರನ್ನು ಮುರಿದರೆ ಇಡೀ ಯೂನಿಯನನ್ನು ಮುರಿದಂತಾಗುವುದೆಂಬ ಭ್ರಮೆಯಿಂದ ವರ್ತಿಸುತಿದ್ದಾರೆ. ಕ್ಲಾರ್ಕರ ವಿರೋಧವಾಗಿ ಇತರ ಕೆಲಸಗಾರರೆನ್ನೆಲ್ಲಾ ಎತ್ತಿಕಟ್ಟಿ ಹುರಿದುಂಬಿಸುತಿದ್ದಾರೆ. ಕೆಲಸಗಾರರಿಗೆ ನಾನಾ-ಆಶೆಗಳನ್ನು ತೋರಿಸಿ ಒತ್ತಾಯದಿಂದ ಕೆಲವರು ಪಡೆದು ಯೂನಿಯನ್ ಸದಸ್ಯತನಕ್ಕೆ ರಾಜಿನಾಮೆ ಕೊಡಿಸುತಿದ್ದಾರೆ. ಕೆಲಸಗಾರರಿಗೆ ತಮ್ಮ ಇಚ್ಛೆಯಂತೆ ಯೂನಿಯನ್ ನಡಿಸುವ ಸಭೆಗಳಿಗೆ ಹೋಗುವ ಸ್ವಾತಂತ್ರ್ಯವನ್ನೂ ನಿರಾಕರಿಸಿದ್ದಾರೆ. ತಾ. 15ರಲ್ಲು ಯೂನಿಯನಿನವರು ನಡಿಸಿದ ಸಾರ್ವಜನಿಕ ಸಭೆಗೆ ವರ್ಕ್ ಶೋಪ್ ಕೆಲಸಗಾರರು ಹೋಗದಂತೆ ಗೇಟುಗಳನ್ನು ಬಂದು ಮಾಡಿ ವರ್ಕ್ ಶೋಪಿನೊಳಗೆನೇ ಸಭೆಯೊಂದನ್ನು ಏರ್ಪಡಿಸುವ ತಂತ್ರವು ನಡೆದಿದೆ. ಜನರಲ್ ಮೆನೇಜರರ ಆಡಳಿತೆಯ ಮೇಲೆ ವಿಶ್ವಾಸ ಸೂಚಿಸುವವರು ಎಂದೆನ್ನಿಸಿಕೊಳ್ಳುವ ಕೆಲವು ಕೆಲಸಗಾರರ ಭಾವಚಿತ್ರ (Group photo) ಸ್ವತಂತ್ರ ಭಾರತದಲ್ಲಿ ಬಹಳ ಮೆಚ್ಚಿಗೆಯಿಂದ ಪ್ರಕಟಿಸಲ್ಪಟ್ಟಿದೆ. ಇಡೀ ಜಿಲ್ಲೆಯಲ್ಲೆಲ್ಲಾ ಜನರಲ್ ಮೆನೆಜರವರ ಪರವಾಗಿ ಮತ್ತು ಯೂನಿಯನಿನ ವಿರುದ್ಧವಾಗಿ ಪ್ರಚಾರ ಮಾಡಲು ಕೆಲವು ಗುಪ್ತ ಕೆಲಸಗಾರರು ಕಳುಹಿಸಲ್ಪಟ್ಟಿದ್ದಾರೆ. ಯೂನಿಯನಿನ ಕಾರ್ಯಕಲಾಪಗಳಿಗೆ ಯಾವ ತರದ ಸಹಾಯವನ್ನೂ ಕೊಡಕೂಡದಾಗಿ ಕಟ್ಟಾಜ್ಞೆ ಹೊರಟಿದೆ. ಮುಷ್ಕರದ ಗಲಭೆಯನ್ನೆಬ್ಬಿಸಿದವರು ಜನರಲ್ ಮೆನೆಜರರಲ್ಲದೆ ಯೂನಿಯನಿನವರಲ್ಲ. ಯೂನಿಯನವರು ಅವಸರದಿಂದ ಯಾವ ಕೆಲಸವನ್ನೂ ಕೈಕೊಳ್ಳುವವರಾಗಿಲ್ಲ. ಕೊಂಗ್ರೆಸ್ ಸರಕಾರವು ಅದರಲ್ಲೂ ಮಜೂರ ಹಿತೈಶಿಯವರಾದ ಮಾನ್ಯ ಲೇಬರ್ ಮಂತ್ರಿಯವರಾದ ವಿ. ವಿ. ಗಿರಿಯವರು ಸಿ.ಪಿ. ಸಿ. ಯ ಬಡ ನೌಕರರ ಹಿತವನ್ನು ಬಿಟ್ಟು ಹಾಕಲಾರರೆಂಬ ದೃಢ ವಿಶ್ವಾಸವು ಯೂನಿಯನಿಗೆ ಇದೆ.

ಇದೇ ತಾ. 16ರಲ್ಲು ಮಂಗಳೂರಿಗೆ ಚಿತ್ತೈಸಿರುವ ಲೇಬರ್ ಕಮಿಶನರೊಡನೆ ಯೂನಿಯನಿನವರು ಸಿ. ಪಿ. ಸಿ. ಕಂಪೆನಿಯ ಕೆಲಸಗಾರರ ಸಂಕಷ್ಟಗಳನ್ನು ನಿವೇದಿಸಿಕೊಂಡಿದ್ದಾರೆ. ಅವರು ಜನರಲ್ ಮೆನೆಜರವರ ಅಭಿಪ್ರಾಯವನ್ನೂ ತಿಳಿದಿದ್ದಾರೆ. ಇತ್ತಂಡದ ಅಭಿಪ್ರಾಯವನ್ನು ಲೇಬರ್ ಕಮಿಶನರು ಸರಕಾರದವರ ಮುಂದಿಟ್ಟ ಮೇಲೆ ಈ ವಿಷಯದಲ್ಲಿ ಸರಕಾರವು ತನ್ನ ಧೋರಣೆಯನ್ನು ನಿಶ್ಚೈಸಲಿದೆ. ಜಿಲ್ಲೆಯ ಮೋಟರ್ ಕೆಲಸಗಾರರು ಈ ಸಂಧಿಗ್ಧ ಸಮಯದಲ್ಲಿ ತಮ್ಮ ಪಾಲಿನ ಕರ್ತವ್ಯವನ್ನು ಮಾಡಬೇಕಾಗಿದೆ. ಜನರಲ್ ಮೆನೇಜರವರ ಹಸ್ತಕರಾದ ಕೆಲವರು ಎಂಥಾಹ ಅಪಪ್ರಚಾರ ಮಾಡಿದರೂ ದಿಗಿಲು ಬೆದರಿಕೆಗಳನ್ನು ಹಾಕಿದರೂ ಕೆಲಸಗಾರರು ಕಿವಿಕೊಡದೆ ಒಕ್ಕಟ್ಟಿನಿಂದ ಮತ್ತು ಶಿಸ್ತಿನಿಂದ ಯೂನಿಯನಿನ ಬೆಂಬಲಕ್ಕೆ ನಿಲ್ಲಬೇಕು. ಈ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ ಜಿಲ್ಲೆಯ ಎಲ್ಲಾ ಕೆಲಸಗಾರರೂ ಮತ್ತು ಸಾರ್ವಜನಿಕರೂ ಸಹಾನುಭೂತಿಯನ್ನಿತ್ತು ಪ್ರೋತ್ಸಾಹಿಸಬೇಕಾಗಿ ದೈನ್ಯಪೂರ್ವಕವಾಗಿ ವಿನಂತಿ ಮಾಡಿಕೊಳ್ಳುತ್ತೇವೆ.

ಮಂಗಳೂರು
19—1—39

ಕೌನ್ಸಿಲ್ ಒಫ್ ಎಕ್ಷನ್

Kohinoor Press, Mangalore.

41. 5114

Mangalore,
15th February 1939.

To

The Hon'ble Mr. V. V. Giri,
Minister for Industries & Labour,
Government of Madras.

ASSISTANT SECRETARY TO GOVT.
21 FEB 1939
DEVELOPMENT DEPT.

Memorial submitted by the South Kanara Motor Employees' Union (Regd. No.102) in continuation of the one submitted on 6-2-1939.

Respectfully Sheweth,

On 10-2-1939 Sri Hariram Shenoy, an employee of the C.P.C.Co., Ltd., was dismissed on flimsy grounds by the Management. (The catalogue of events leading up to this dismissal is appended herewith. - Appendix 1).

On 9-2-1939 an order was issued to Sri Shenoy framing some more charges, such as convening meeting etc., in addition to the previous charges of having had received loan or gratuity from the Sharada Press (order issued dated 10th January 1939) asking him to submit an explanation in person, orally or in writing, at 10 A.M. on 10-2-1939. In proof of this charge a certain letter, supposed to have been received by the General Manager from the Managing Director of the Sharada Press, who is the former's brother-in-law, was published in the "Swatantra Bharath". Sri Hariram Shenoy denied this and other charges framed against him in an explanation he was asked to submit in person. In his explanation he had stated that he was not told definitely about the charges as he was not aware of the contents of the letters that passed between the

General Manager and the Managing Director of the Press. And further, publishing in the paper is not the usual method of intimating to the clerks of the charges framed against them. Moreover, he categorically denied having had any dealings with the Press, unless it was the monies he had received as remuneration for the spare-time work he had done at the Press. The explanation was found unsatisfactory by the General Manager, and what is more curious, he wanted to make Sri Shenoy commit himself by hook or crook. During the interview, having by his side a "spare-parts" Agents to serve as witness, the General Manager put a volley of questions to Sri Shenoy. Sri Shenoy said that he had nothing more to add to what he had already stated in the explanation submitted. All the time, the General Manager was taking down the questions put by him and the answers of Sri Shenoy. At the close of the interview the General Manager asked Sri Shenoy to sign a paper to which he replied that he had already submitted a written explanation as ordered by the General Manager and that he found no reason to sign any statement which the General Manager has prepared from the questions and answers that were exchanged between them. Sri Shenoy was polite in answering the questions asked. On Sri Shenoy's requesting to be allowed to go, the General Manager gave the order of dismissal then and there.

Further, we beg to point out, the present hands working in the place of those who have been victimised (both transferred and suspended) still continue to be members of the Union. This is proof sufficient to show that the objection raised by the Management in regard to the clerks working in the administrative department being members of the Union is rather hollow. The

real objection on the part of the Management is to the clerks taking an active part in the affairs of the Union. All the victimised employees have been active members of the Union.

And what is more regrettable, the Management, since the last few days, has commenced striking terror into the hearts of the rank and file of the workers, who have shown sympathy towards the activities of the Union, in their struggle with the Management. Drivers and conductors have been transferred from one end of the district to the other, for no fault of theirs, except perhaps the sympathy they have shown to the Union.

The salaries of the victimised clerks, now working either in the Joint Booking Office or the Combined Booking Agency, have not been paid so far, although the other members of the staff have been paid.

Further, the General Manager has been telling many people that he would dismiss most of the clerks after the departure of the Hon'ble Mr.V.V.Giri from this place.

In conclusion, we have to submit that the workers have been dissatisfied with the Management for a long time. So long as they were not organised properly they dared not raise their voice of protest. It was only after the formation of the Union, cases like that of Asel Ammanna's dismissal, where gross injustice has been done, and the employee punished for no fault of his, that the workers approached the Management for equity and justice. The General Manager had his eye on the Union, and was anxiously waiting for an opportunity to crush it, for its audacity, as the General Manager

would have it, in taking up Asel Ammanna's case. The long for awaited opportunity came. Unfortunately for the Union, it elected one Sri K. Ramanath Rao as its General Secretary. Making this as an excuse he set about trying to destroy the Union. The fundamental right of the worker, the freedom of association was denied. For exercising their democratic rights they were victimised. This was the last straw. They had borne with patience every type of humiliation (being called rascals in the presence of others in the office) and punishment. But this was the limit. They could bear no more.

The lot of the worker has been unbearable after the advent of the present General Manager to his present office. In every possible way the workers have been made to feel the pinch of his regime. Many of the facilities enjoyed by them before were denied.

Conditions of work became worse. To mention a few of the hardships under which the workers suffer:-

(1) Irregular payments of wages violating the Factory Act.

(2) Impositions of fines to workers in the workshop in contravention to the provisions of the Factory Act. (One P.S.Ammanna fined Rs.5/- who receives Rs.31/- as wages per month. 4 Clerks were fined Rs.5/- each for being late by a few minutes).

(3) Non-maintainance of Register of Fines as required by the Factory Act and a fund of the same for the benefit of the workers. (Fines imposed is debited to the advance account of the worker fined and creited to the sundries account of the Company.

(4) Making the workers work overtime, detaining them after closing time. (Evading the Factory Act by preparing a sham time-table of shift work.) The workers are paid neither allowance nor fixed pay for the extra work thus extracted.

(5) Drivers made to work for more than 14 (fourteen) hours a day and clerks working in Booking Offices and those working in Petrol Bunks are made to work 14 (fourteen) hours a day. (4.30 a.m. to 8 P.M.)

(6) No compensation to workers receiving injuries in the course of their work.

(7) Private work thrust upon clerks and detaining them after office hours.

(8) Keeping workers who have served for more than 9 years as temporary hands, paying them on daily wages basis at the end of the month.

(9) Imposition of fines, suspensions and dismissals of workers without proper enquiry.

(10) General ill-treatment of workers.

The wages paid to the majority of the workers are not adequate; they are on starvation level. There is no scheduled scale of pay or security of tenure. On a lower scale of pay they are made to do heavier, more responsible and skilled work. A worker getting Rs.9/- per month is made to work for a time in one department and is shunted on to another on the same scale of pay. Once in three or four years some of them get an increment of a rupee or two and that too by favouritism. This increment is given only when the share value is tripled and there is a net profit of about Rs.70,000/- and above.

We therefore, request the Honourable Minister to go into the matter and bring about an amicable settlement and that the demands of the workers may be granted

We beg to remain,
Your most obedient Servants,

Mangalore,
Dated 15-2-1939.

President.

Appendix I.

8th January '39.

Shri Manjunath Kamath was called to the office and was asked why he had elected Sri Ramanath Rao as the General Secretary. And he was threatened with dire consequences.

9th January '39.

The General Manager went at 9 P.M. to the lodge, the staff quarters of the C.P.C. and finding Sri Haridas Baliga took him to his house and asked him about the election of the General Secretary and questioned him why he did not raise an objection to the inclusion of Asel Ammanna's case in the annual report of the Union. He was asked to resign from the membership of the Union, failing which serious consequences would follow.

10th January '39.

Shri Shridhar Bhat and P.S.Ammanna were called to the office and questioned about the election. Immediately after, the clerks of the Head Office and the Garage staff were called to the office and the General Manager held them responsible for the inclusion of Asel Ammanna's case and the election of Sri Ramanath Rao as the General Secretary. To this they replied that they could not be held responsible individually for their collective action. Then they were asked either to resign their membership of the Union or be prepared for the consequences. The employees asked for a written order to that effect and said that they wanted a week's time to deliberate over it. In the order issued they were given 7 days time with the option of either working in other departments or going on leave for the period.

In ten minutes after this, the following employees namely Sris. Venkatesh Kamath, Ramdas Kamath, Ramanath Pai, M.J.Ramanath Pai, H.R.Kamath, B.Haridas Baliga, Sadashiv Rao Kavi, Devaraya Pai, Gopalkrishna Shenoy, Manjunath Kamath and K. Ramaraya Bhat received orders transferring them to other departments as a punitive measure against them. (Sri. K. Ramaraya Bhat was reinstated to his original post on his submitting the resignation of his membership of the Union two days later.)

The same day Sri. P. Shridhar Bhat and Martin D'Souza, two skilled workers, were given the work of dismantling old bodies as a punitive measure.

The employees then complained to the Union about these measures.

11th January 1939.

The Union wrote a letter to the Management asking it for an explanation with regard to the following:

1. The General Manager putting the pressure on the workers to resign from the Union.

2. Transferring them in spite of their asking for time to consider over an important issue affecting their fundamental right.

3. Coercing the workers to form a separate Union of the Company under its direction.

The Management in reply denied the first point raised. In regard to the second, the answer was that the orders issued were within the competency of the Company's powers. And about the third, it was denied as an absurdity.

The same day a notice was issued by the General Manager to the effect that workers who have not resigned their membership and who absent themselves from work will be considered as abetting and striving to bring about a strike, and hence will be dealt with properly.

Sri. K. Harirama Shenoy was asked not to attend office till further notice on a charge of having received loan or gratuity from the Sharada Press. Sri. Shenoy denied this. On this the above order was issued.

12th Jan.'39.

The Union submitted a memorial to the Hon'ble Mr. V. V. Giri.

13th Jan.'39.

Suspension orders issued against Sri Ramesh Rao.

14th Jan.'39.

Suspension orders issued against Sri. Sarvotham Pai.

17th Jan.'39.

First interview with the Commissioner of Labour. Another memorial submitted in person to the Hon'ble Mr. V.V.Giri at Madras by Sri. G. Ramdas Kamath.

18th Jan.'39.

Second interview with the Commissioner of Labour. Throughout the General Manager has been threatening the workers and taking from them resignation by threats.

22nd Jan.'39.

Another memorial submitted to the Hon'ble Mr. V.V.Giri.

27th Jan.'39.

Sri. Avadhani was asked to go on compulsory leave.

31st Jan.'39.

Suspension orders issued against Sri. Manjunath Kamath.

6th Feb. '39.

Another memorial submitted by the Union to the Hon'ble Mr. V. V. Giri.

Demands submitted to the Company by the Union.

10th Feb.'39.

Dismissal of Sri. Hariram Shenoy on flimsy grounds. On 9-2-'39 an order was issued to Sri. Shenoy framing some more charges, such as convening meetings, etc., in addition to the previous charge of having had received loan or gratuity from the Sharada Press, asking him to submit an explanation in person, orally or in writing, at 10 A.M. on 10-2-1939.

Rev Dept

G.M. No 1683-IV/39-8 dt/25-2-39

Labour - South Kanara Coastal Employees' Union - Grievances against the Management of the C.P.C. Co Ltd.

Ref: Govt Memorandum No 1683-IV/39 Dt/23-1-39 & 10-2-39.

In continuation of further memorandum received from the S.K. C.E. Union in connection with the above

The Commr of Labour is requested to expedite his report in the matter.

dtk 25/2/39

25/2

To The Cr of L. Bangalore 28/2

with ffs 34-40 cf & ffs 37-66 cf in regd to the / letter with reply. dated as ff 47-58 ante (Kept below the file)

P.B 27/2

5/27/2

C.D.B

Pl. keep a clear copy

Cf 21 & 33 cf

Development Department.

Memorandum No.1683 IV/39-3, dated 25th February 1939.

Labour - South Kanara Motor Employees' Union - Grievances against the management of the Canara Public Conveyance Co., Ltd.

In continuation of Government Memorandum No.1683-IV/39, dated 23rd January 1939 and 10th February 1939 copy of a further memorial received from the South Kanara Motor Employees' Union is forwarded to the Commissioner of Labour. He is requested to expedite his report in the matter.

A. Khaleeli,
Under Secretary to Government.

To the Commissioner of Labour,
(with enclosure in original).

Forwarded
/By Order/

Cm.27/2: Superintendent.

TELEGRAMS: "ENTERPRISE"
TELEPHONE: 55

PORT AND RAILWAY STATION } MANGALORE

THE CANARA PUBLIC CONVEYANCE CO., LTD.,

DISTRIBUTORS FOR SEIBERLING TYRES ::
DISTRIBUTORS FOR FEDERAL TRUCKS ::
AGENTS FOR EXIDE BATTERIES :: ::
GENERAL IMPORTERS OF ELECTRICAL GOODS
:: :: AND AUTOMOBILE ACCESSORIES
ROYAL MAIL CONTRACTORS : ::
10,000 MILES OF BUS SERVICES PER DAY ::
EXCELLENT SERVICE CONNECTIONS TO
:: ALL THE INTERIOR RAILWAY STATIONS.

BANKERS:
THE CANARA BANKING CORPORATION, UDIPI, LTD., MANGALORE.
THE CANARA BANK, LTD., MANGALORE.

No.....

MANGALORE, P. O.
(SOUTH INDIA)

14th February, 1939.

5799

ASSISTANT SECRETARY TO GOVERNMENT
27 FEB 1939
DEVELOPMENT DEPARTMENT

The President,
The District Congress Committee,
South Kanara,
Mangalore.

Dear Sir,

I enclose a copy of statement issued by me in the Swatantra Bharath dated 7-2-1939 and reprinted. I also enclose a translation of same in English. The same may be presented to the Hon'ble Minister Sri V.V.Giri if necessary.

Yours faithfully,

General Manager.

NA/-.

9/7/37 67

Dev. Dept.

G. M's No 1683-IV/39-4 dt 6.3.37

Labour. The S. K. M. Employees Union. Grievances. Statement issued by the Manager, The C. P. C. Co. Ltd, Bangalore.

~~(From the Genl. Manager)~~

Ans 8/3/37

A Copy & ~~No~~ letter ~~from~~ dt 14.2.37 from the Genl. Manager, The C.P.C. Co Ltd, ~~Manager~~ to the President, the Kolar Congress Committee, South Kanara with its enclosures in sept is forwarded to the C&L He is requested to examine the various points raised therein & discuss the same with H.M (Dept.)

pp 69-76 Cf -

H. M's order on p 69 Cf

Dropped with Encls

9/7

To The Comm & Labour (with Copy & p 69 Cf & pp 70-76 Cf in sept to be retd with reply.)

4.8.37

AK

ai

6/7

Mangalore,
14th March 1939.

7918

To

The Hon'ble Mr. V.V.Giri,
Minister for Industries & Labour,
Government of Madras.

Memorial submitted by the South Kanara Motor Employees' Union in continuation of the one submitted on 15.2.1939.

Respectfully Sheweth:

That in spite of the fact that the Union has laid its case before the Government so long ago as 12th January last, now over two months ago, and an enquiry with respect to the grievances as laid before the Government, both in its first memorial and in the subsequent memorials, are being gone into, the number of cases of victimisation of its members by the C.P.C.Co.Ltd., details of which have already been furnished, for no valid or tangible reason are increasing and the Union has furnished particulars of the same to Government. Members of the Union have been transferred to degrading positions and sometimes even to different Managements, some suspended and two even dismissed. Further the Management of the C.P.C.Co.Ltd. has coerced the workers to resign from the Union.

2. Whilst on the 10th instant the Labour Commissioner was pleased to enquire into the Labour conditions to some extent and hold an enquiry through the Factory Inspector into many of the cases of such

victimisations in the presence of Mr. V.S.Kudva, the General Manager of the C.P.C.Co.Ltd., who was given every opportunity to cross examine the witnesses tendered on behalf of the Union and though it ~~is~~ was apparent that all such cases of victimisations were absolutely unfounded and malicious on his part, still the Union has been bearing the continued victimisation on his part with great patience for the simple reason that they had laid the case before the Government.

3. But they beg to submit that their patience is completely exhausted as inspite of this, the General Manager has started further coercion of the workers. In order to evade the provisions of the Factory Act, the Workmens' Compensation Act and the Payment of Wages Act he has published a new set of rules in the factory on 7.3.1939, a printed copy of which is enclosed herewith and also an English translation thereof. Under the guise of these rules he has victimised one P.S. Ammanna, ~~x~~ a worker in the workshop on 11.3.1939 for the real reason that on 10.3.39 he stated before the Labour Commissioner and the Factory Inspector that workers in the workshop were being made to work for more hours than are allowed by Law and that for this purpose two sets of attendance registers were being maintained and further placed before them his own case of the fine of Rs. 5/- on 12.11.1938 as an instance of excessive fine even though his pay was only Rs. 31. He had also stated before them about the extraction of extra work without any allowance or wages being paid for the same. The Labour Commissioner was

pleased to ask the Factory Inspector to go and verify this and other statements. Though the Union does not know the result of such enquiry, as it was not done in their presence, but directly as a result of this and under the guise of the said new rules, on the very next day, the fine imposed upon this worker was cancelled and a 'black-mark' has been given under rule B 3 of the new rules. Under ~~the~~ rule D 6 of the new rules with three 'black-marks' an employee is liable to be dismissed. This is intended not only as a punishment to this Ammanna but also to coerce the entire staff of the Company into submission. The workers are entirely disappointed with the present state of things and cannot any longer wait indefinitely when the General Manager does not care for the fact that the matters are pending before the Government, but is going headlong with such victimisations as he has been doing.

4. An appeal to the Chairman of the Board of Directors of the Company, who are the appellate authority to the General Manager, has proved in vain. Hence the Union is obliged to give and has given a strike notice to the Company and a copy of the same is enclosed herewith. Even there, a week's time has been given to withdraw the said rules which are highly unjust, illegal and ultra vires and also to cancel the punishment awarded to the worker Ammanna.

We beg to remain,

Your most obedient servants,

A Lalkhana

President.

Encl. 3.

Mangalore,
Dated 14.3.1939.)

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THE SOUTH KANARA MOTOR EMPLOYEES' UNION, MANGALORE.
Regd. No.102.

13th March

STRIKE NOTICE.

Whereas the dispute between the Union and your Comapny arising out of the victimisation of some of the employees of your Company is in the hands of the Government, and whereas the Commissioner of Labour has held an enquiry of the same on 10.3.1939, you have further victimised one P.S.Ammanna by awarding him with a 'black-mark' under B 3 of the new regulations published by you for the conduct of workers on 7.3.39 in lieu of an illegal fine of Rs. 5/- imposed upon him on 12.11.1938 for an alleged offence of his and also issued an order to him why he should not be dismissed under A 13 of the new regulations, and whereas the new regulations are highly unjust, illegal and ultra vires being contrary to and in violation of the provisions of the Factory Act, the Workmens' Compensation Act and the Payment of Wages Act, and whereas the same have been promulgated and enforced with the intention of evading the said Acts and to coerce your employees into submission by depriving them of their legitimate rights, and whereas they are also injurious to the interest and welfare of the workers, we demand the withdrawal of the same and the cancellation of the victimisation of the said worker within

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Continuation Page 2.

a week from this date, failing which please take notice that the workers in your Company will go on Strike and for that purpose this itself may be treated as a Strike notice.

President.

General Secretary.

To

The General Manager,
The Canara Public Conveyance Co. Ltd.,
M a n g a l o r e.

Copy to the Hon'ble Mr. V.V.Giri, Minister for Labour and Industries, Government of Madras.

" The Commissioner of Labour, Madras.

" The Collector & Dt. Magistrate, South Kanara, Mangalore.

The Canara Public Conveyannce Co., Ltd.,

MANGALORE.

ಕೆಲಸಗಾರರ ನಡತೆಯ ಬಗ್ಗೆ ಕ್ರಮಗಳು

ಸೆಕ್ಷನ್ ೧.

ವರ್ಕ್‌ಶೋಪು ವಿಭಾಗ—

ಹಾಜರಿ.

1. ಕೆಲಸಗಾರರು ಅವರ ಸರ್ತಿ ಇಲ್ಲದ್ದ ಆದಿತ್ಯವಾರದ ಅಥವಾ ಬದಲಿ ರಜಾ ದಿನದ ಹೊರತು ಇತರ ಎಲ್ಲಾ ದಿನಗಳಲ್ಲಿ ಹಾಜರಿರತಕ್ಕದ್ದು.

2. ರಜೆ ಅರ್ಜಿ ಇಲ್ಲದೆ ಅಥವಾ ರಜೆ ಮಂಜೂರು ಆಗದೆ ಅಥವಾ ಸುಳ್ಳು ಕಾರಣ ಕೊಟ್ಟು ರಜೆ ಮಂಜೂರು ಮಾಡಿಸಿ ಗೈರುಹಾಜರಾದವರಿಗೆ ಒಂದು ಬಾರಿ ಒಂದು ದಿ ಮಾತ್ರ ಗೈರುಹಾಜರಾದರೆ, ಅವರಿಗೆ ಎಚ್ಚರಕೊಡಲಾಗುವುದು. ಒಂದು ತಿಂಗಳೊಳ ಮೂರು ಎಚ್ಚರಕೊಟ್ಟಲ್ಲಿ, ಅಥವಾ ಒಂದು ವರ್ಷದೊಳಗೆ ಆರು ಎಚ್ಚರ ಕೊಟ್ಟಲ್ಲಿ ಒಂದು ಬ್ಲೆಕ್ ಮಾರ್ಕ್—(Black mark) ಕೊಡೋಣಾಗುವುದು.

3. ರಜೆ ಅರ್ಜಿ ಇಲ್ಲದೆ ಅಥವಾ ರಜೆ ಮಂಜೂರು ಆಗದೆ ಅಥವಾ ಸುಳ್ಳು ಕಾರಣ ಕೊಟ್ಟು ರಜೆ ಮಂಜೂರಾಗಿ ಒಂದು ದಿನಕ್ಕಿಂತ ಹೆಚ್ಚು ಹದಿನೈದು ದಿನಕ್ಕಿಂತ ಕಡಿಮೆ ಗೈರುಹಾಜರಾದರೆ ಒಂದು ಬ್ಲೆಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು.

4. ರಜೆ ಅರ್ಜಿಯಿಲ್ಲದೆ ಅಥವಾ ರಜೆ ಮಂಜೂರು ಆಗದೆ ಅಥವಾ ಸುಳ್ಳು ಕಾರಣ ಕೊಟ್ಟು ರಜೆ ಮಂಜೂರು ಮಾಡಿಸಿದ್ದಾದರೂ ಐದು ಅಥವಾ ಹೆಚ್ಚು ಜನರು ಒಟ್ಟಾಗಿ ಉದ್ದೇಶಪೂರ್ವಕವಾಗಿ ಗೈರುಹಾಜರು ಆದಲ್ಲಿ ಈ ಗೈರುಹಾಜರು ಒಂದೇ ದಿನಕ್ಕಾಗಿ ಯಾದರೂ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು.

5. ಕಂಪೆನಿಯ ಮೇಲೆ ಅಪಪ್ರಚಾರ ಮಾಡುವ ಉದ್ದೇಶದಿಂದ ಗೈರುಹಾಜರಾದ ದ್ದಾದರೆ ಅಥವಾ ಈ ಬಗ್ಗೆ ಸುಳ್ಳು ಕಾರಣ ಕೊಟ್ಟು ರಜೆ ಮೊದಲೇ ಮಂಜೂರು ಮಾಡಿಸಿ ದ್ದಾದರೂ, ಅಥವಾ ರಜೆ ಮಂಜೂರಾಗದಿದ್ದರೂ ಅಂತಹವರನ್ನು ಕೆಲಸದಿಂದ ನಿವೃತ್ತಿಗೊಳಿ ಸೋಣಾದೀತು.

6. ಅಸ್ವಸ್ಥದ ಸಂಬಂಧ ರಜೆ ಬೇಕಾದಲ್ಲಿ, ಅಜಿಮಿಂದ ಹೊರತು ಅಸ್ವಸ್ಥನಾಗಿ ಹೊರಗೆ ಬರಲಕ್ಕಾಗದಿದ್ದರೆ, ಮದ್ದು ಕೊಡುವ ಡಾಕ್ಟರರ ಸರ್ಟಿಫಿಕೇಟನ್ನು ಗರ್ಭೀಕರಿಸಿ ರಜೆ ಅರ್ಜಿ ಕೊಡತಕ್ಕದ್ದು. ಅದರಲ್ಲಿ ಅರ್ಜಿದಾರರ ರೋಗದ ವಿವರ ಕಾಣಿಸಿ ಮನೆಹೊರಗೆ ಬರಲಿಕ್ಕಾಗುವುದಿಲ್ಲವೆಂದು ಡಾಕ್ಟರರು ಕಾಣಿಸತಕ್ಕದ್ದು. ಮತ್ತು ಅಂಥಹ ಸರ್ಟಿಫಿಕೇಟು ಅರ್ಜಿದಾರರಿಗೆ ಮನೆಹೊರಗೆ ಬರಲಿಕ್ಕಾಗದಿರುವ ವರೆಗೆ ಮಾತ್ರ ಸಿಂಧುವಾಗಿರತಕ್ಕದ್ದು. ಮನೆಹೊರಗೆ ಬರಲಿಕ್ಕಾದಕ್ಕೂಡಲೇ ಅರ್ಜಿದಾರರು ಕಂಪೆನಿಯಿಂದ ಆಗಾಗ ನಿಗುಮಿಸಲ್ಪಡಬಹುದ್ದಾದ್ದ ಡಾಕ್ಟರರ ಸರ್ಟಿಫಿಕೇಟನ್ನು ಹಚ್ಚುನರಜೆ ಬಗ್ಗೆ ಆಗಲೀ, ಪುನಹ ಕೆಲಸಕ್ಕೆ ಸೇರುವ ಬಗ್ಗೆಯಾಗಲಿ ಹಾಜರು ಪಡಿಸತಕ್ಕದ್ದು.

7. ಇತರ ತರದ ಅಸ್ವಸ್ಥದ ಬಗ್ಗೆ ಕಂಪನಿಯಿಂದ ನಿಯಮಿಸಲ್ಪಟ್ಟ ಡಾಕ್ಟರರಿಂದಲೇ ಸರ್ಟಿಫಿಕೇಟು ಪಡೆದು ರಜೆ ಅರ್ಜಿಯನ್ನು ಕೊಡತಕ್ಕದ್ದು.

8. ಅಸ್ವಸ್ಥದ ಬಗ್ಗೆ ರಜೆ ಬೇಕಾದಾಗ ಕಂಪೆನಿಯಿಂದ ಆಗಾಗ ನಿಯಮಿಸಲ್ಪಡುವ ಅಧಿಕಾರಿಗಳನ್ನು ಮೊದಲೇ ಸಮಾಧಾನಪಡಿಸಿದರೆ ಡಾಕ್ಟರರ ಸರ್ಟಿಫಿಕೇಟು ಇಲ್ಲದೇನೇ ರಜೆ ಮಂಜೂರು ಮಾಡಲಾಗುವುದು. ಹೀಗೆ ಸದ್ರಿ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಮಾಧಾನವಾಗದಿದ್ದರೆ ಮಾತ್ರ ಕಂಪೆನಿಯಿಂದ ನಿಯಮಿಸಲ್ಪಟ್ಟ ಡಾಕ್ಟರರ ಸರ್ಟಿಫಿಕೇಟನ್ನು ಕೊಡತಕ್ಕದ್ದು.

9. ನಿಜವಾದ ಅಸ್ವಸ್ಥವಾದರೆ ಡಾಕ್ಟರರಿಗೆ ಸರ್ಟಿಫಿಕೇಟಿನ ಫೀಸನ್ನು ಕಂಪೆನಿಯು ತೆರುವುದು. ಅಸ್ವಸ್ಥವು ಸುಳ್ಳೆಂದಾದರೆ ಸರ್ಟಿಫಿಕೇಟಿನ ಫೀಸಾಗಿ ರೂಪಾಯಿ ಎರಡು ಕೆಲಸಗಾರರ ಲೆಕ್ಕಕ್ಕೆ ಖರ್ಚು ಹಾಕೋಣಾಗುವುದು. ವಿವರ ಇ.

10. ಕಂಪೆನಿ ಡಾಕ್ಟರರ ಸರ್ಟಿಫಿಕೇಟಿನ ಬದಲಿಗೆ ಡಿಸ್ಟ್ರಿಕ್ಟ್ ಮೆಡಿಕಲ್ ಆಫೀಸರರಿಂದ ಸರ್ಟಿಫಿಕೇಟು ಹಾಜರುಪಡಿಸಬಹುದು; ಅಂತಹ ಸಂದರ್ಭದಲ್ಲಿ ಸದ್ರಿ ಸರ್ಟಿಫಿಕೇಟಿನ ಖರ್ಚನ್ನು ಅರ್ಜಿದಾರರೇ ನೋಡಿಕೊಳ್ಳಬೇಕಾಗುವುದು.

11. ಹತ್ತು ದಿನಗಳಿಗಿಂತ ಹೆಚ್ಚು [illegible] ದಿಂದ ಉಪಯೋಗಿಸಿದವರು, ಪುನಃ ಕೆಲಸಕ್ಕೆ ಹಾಜರಾಗುವಾಗ, ಅವರು ಪೂರ್ಣ ಹುಶಾರಾಗಿರುವರೆಂದು ಕಂಪೆನಿಯಿಂದ ನಿಯಮಿಸಲ್ಪಡುವ ಅಧಿಕಾರಿಗಳನ್ನು ಸಮಾಧಾನಪಡಿಸತಕ್ಕದ್ದು. ಸದ್ರಿ ಅಧಿಕಾರಿಗಳು ಸಮಾಧಾನವಾಗದಿದ್ದಲ್ಲಿ ಕಂಪೆನಿಯಿಂದ ನಿಯಮಿಸಲ್ಪಡುವ ಡಾಕ್ಟರರ ಸರ್ಟಿಫಿಕೇಟನ್ನು ಪಡೆಯತಕ್ಕದ್ದು. ಸದ್ರಿ ಸರ್ಟಿಫಿಕೇಟಿನ ಖರ್ಚನ್ನು ಕಂಪೆನಿಯೇ ವಹಿಸಿಕೊಳ್ಳುವುದು.

12. ಯಾವುದೊಂದು ರೀತಿಯಲ್ಲಾದರೂ ರಜೆ ಮಂಜೂರು ಮಾಡಿಕೊಳ್ಳದೆ ಹದಿನೈದು ದಿನಗಳಿಗಿಂತ ಹೆಚ್ಚಾಗಿ ಗೈರುಹಾಜರಾದರೆ ಸದ್ರಿಯವರನ್ನು ಕೆಲಸದಿಂದ ನಿವೃತ್ತಿಗೊಳಿಸಲಾಗುವುದು.

13. ಯಾರೊಬ್ಬ ಕೆಲಸಗಾರರನ್ನು ಯಾವುದೊಂದು ಜವಾಬ್ದಾರಿ ಕೆಲಸ ಅಥವಾ ಕರ್ತವ್ಯದಲ್ಲಿ ಅಥವಾ ಬಿಡುಗಡೆ ಪಡಿಸದೆ ಬಿಡಲಿಕ್ಕಾಗದ ಕೆಲಸದಲ್ಲಿ ನಿಯಮಿಸಿದಾಗ, ಸದ್ರಿ

ಕೆಲಸ ಅಥವಾ ಕರ್ತವ್ಯದಿಂದ ಕಂಪೆನಿಯು ಬಿಡುಗಡೆ ಪಡಿಸುವ ಮೊದಲೇ ಸದ್ರಿ ಕೆಲಸ ಅಥವಾ ಕರ್ತವ್ಯವನ್ನು ತ್ಯಜಿಸಿ ಅಥವಾ ಸ್ವೇಚ್ಛೆಯಿಂದ ಇತರರಿಗೆ ಬಿಟ್ಟುಕೊಟ್ಟ ಹೋದಲ್ಲಿ ಸದ್ರಿ ಕೆಲಸಗಾರರನ್ನು ಕೆಲಸದಿಂದ ನಿವೃತ್ತಿಪಡಿಸಲಾಗುವುದು.

14. ಅಪರೂಪವಾಗಿ ಐದು ನಿಮಿಷ ತಡವಾಗಿ ಹಾಜರಾಗುವವರನ್ನು ಕ್ಷಮಿಸಲಾಗುವುದು. ಆದರೆ ಮೂರು ದಿನ ಒತ್ತೊತ್ತಾಗಿಯಾಗಲಿ, ತಿಂಗಳಲ್ಲಿ ಐದು ದಿನವಾಗಲಿ ಐದು ನಿಮಿಷದಂತೆ ತಡವಾಗಿ ಹಾಜರಾದರೆ ಒಂದು ಎಚ್ಚರ ಕೊಡೋಣಾಗುವುದು. ಇಂತಹ ಮೂರು ಎಚ್ಚರಗಳು ಕೊಡಲ್ಪಟ್ಟರೆ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು.

15. ಐದು ನಿಮಿಷಕ್ಕಿಂತ ಹೆಚ್ಚು ತಡ ಮಾಡಿ ಬಂದವರನ್ನು ಆ ಬಗ್ಗೆ ಸಂಬಂಧಪಟ್ಟ ಅಧಿಕಾರಿಗಳನ್ನು ಸಮಾಧಾನ ಪಡಿಸತಕ್ಕದ್ದು. ಹಾಗೆ ಸಮಾಧಾನಪಡಿಸದಿದ್ದರೆ ಒಂದು ಎಚ್ಚರ ಕೊಡೋಣಾಗುವುದು. ಇಂತಹ ಆರು ಎಚ್ಚರಗಳು ಕೊಡಲ್ಪಟ್ಟರೆ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು.

16. ಅರ್ಧ ಘಂಟೆಗಿಂತ ಹೆಚ್ಚು ತಡಮಾಡಿ ಬಂದರೆ ಕೆಲಸಕ್ಕೆ ಪ್ರವೇಶ ಸಿಗಲಾರದು. ದಿನ ಮುಂಜೂರಾಗದ ಗೈರುಹಾಜರಿಗಾಗಿ ಪರಿಗಣಿಸಿ ಮೇಲೆ ಕಾಣಿಸಿದ ಶಿಕ್ಷೆಯ ಕ್ರಮ ಜಾರಿ ಮಾಡೋಣಾಗುವುದು.

B. ಕೆಲಸ.

1. ಪ್ರತಿಯೊಬ್ಬರೂ ತಮಗೆ ಕೊಟ್ಟ ಕೆಲಸವನ್ನು ತೃಪ್ತಿಕರವಾಗಿ ಮಾಡತಕ್ಕದ್ದು.

2. ಪ್ರತಿಯೊಬ್ಬರೂ ವರ್ಕ್ಸ್‌ಮೇನೇಜರ್ ಮೊದಲಾದವರಿಗೆ ಕ್ರಮವಾಗಿ ಕಂಪೆನಿಯು ನಿಯಮಿಸಬಹುದಾದ ಇತರ ಅಧಿಕಾರಿಗಳಿಗೆ ವಿಧೇಯರಾಗಿ ನಡಕೊಳ್ಳತಕ್ಕದ್ದು.

3. ಕೊಟ್ಟ ಕೆಲಸವನ್ನು ಹಾಳುಮಾಡಿ ಅಥವಾ ನ್ಯಾಯವಾದ ಸಮಯಕ್ಕಿಂತ ತಡ ಮಾಡಿ ಆ ಮೂಲಕ ಕಂಪೆನಿಗೆ ಐದು ರೂಪಾಯಿ ಒಳಗೆ ಮಾಲಿನ ಮೌಲ್ಯವಾಗಿಯಾಗಲಿ, ಆ ವರೆಗಿನ ಕೆಲಸದ ಮಜೂರಿಯಲ್ಲಿಯಾಗಲಿ, ಉತ್ಪತ್ತಿಯಲ್ಲಿಯಾಗಲಿ ಎಲ್ಲಿ ಒಟ್ಟಾಗಿಯಾಗಲಿ ನಷ್ಟವಾದರೆ ಒಂದು ಎಚ್ಚರ ಕೊಡೋಣಾಗುವುದು. ಅಂತಹ ಎರಡು ಎಚ್ಚರಗಳು ಕೊಡಲ್ಪಟ್ಟರೆ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು—ಮೇಲೆ ಕಾಣಿಸಿದ ಪ್ರಕಾರ ಐದು ರೂಪಾಯಿಗಿಂತಲೂ ಹೆಚ್ಚು ನಷ್ಟವಾದರೆ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು.

4. ಉದ್ದೇಶಪೂರ್ವಕವಾಗಿ ಕೊಟ್ಟ ಕೆಲಸ ಹಾಳು ಮಾಡಿದರೆ ಕೆಲಸದಿಂದ ನಿವೃತ್ತಿಗೊಳಿಸಲಾಗುವುದು.

5. ಮೇಲಧಿಕಾರಿಗಳಿಗೆ ಅವಿಧೇಯವಾಗಿ ನಡೆದರೆ ಅಥವಾ ಅವರೊಡನೆ ಉಡಾಫೆ ಮಾತನಾಡಿದರೆ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು. ಜನರಲ್ ಮೆನೇಜರರೊಡನೆ ಈ ರೀತಿಯಲ್ಲಿ ವರ್ತಿಸಿದರೆ ಕೆಲಸದಿಂದ ನಿವೃತ್ತಿಗೊಳಿಸಲಾಗುವುದು.

6. ಲ್ಯಾನಿಗೆ ಹೋಗುವ ಅಗತ್ಯಬಿದ್ದಾಗ ಕೂಡಲೇ ಹೋಗತಕ್ಕದ್ದು. ಹೋಗಲಿಕ್ಕಾಗದಿದ್ದರೆ ಮೇಲಧಿಕಾರಿಗಳಿಗೆ ಸಮಾಧಾನಪಡಿಸತಕ್ಕದ್ದು. ಹಾಗೆ ಸಮಾಧಾನಪಡಿಸದಿದ್ದಲ್ಲಿ ಮತ್ತು ಲ್ಯಾನಿಗೆ ಹೋಗಲು ನಿರಾಕರಿಸಿದರೆ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು.

7. ಲ್ಯಾನಿಗೆ ಹೋಗಲು ಹೇಳಿದಾಗ ಹೋಗಲಿಕ್ಕಾಗುವುದಿಲ್ಲವೆಂದು ಕಾರಣ ಕೊಟ್ಟು ಆಫೀಸನ್ನು ಸಮಾಧಾನಪಡಿಸಿದ ನಂತರ; ಹಾಗೆ ಕೊಟ್ಟ ಕಾರಣವು ಸುಳ್ಳೆಂದು ತಿಳಿದುಬಂದರೆ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಕೊಡೋಣಾಗುವುದು.

8. ಯಾರೊಡನೆ ಹೂಡದಾಡಿಕೂಂಡರು, ಕಳವು ಮಾಡಿದರೆ, ಕಂಪೆನಿಗೆ ಹಾನಿಯಾಗುವ ರೀತಿಯಲ್ಲಿ ವರ್ತಿಸಿದರೆ ಅಥವಾ ಹಾಗೆ ಮಾಡುವವರಿಗೆ ಪ್ರೋತ್ಸಾಹಕೊಟ್ಟರೆ ಅಂತಹವರನ್ನು ಕೆಲಸದಿಂದ ನಿವೃತ್ತಿಗೊಳಿಸಲಾಗುವುದು.

C ಅವಘಡಗಳು.

1. ಕೆಲಸದ ಸಮಯದಲ್ಲಿ ದೇಹಕ್ಕೆ ಏನಾದರೂ ಹಾನಿಯಾದರೆ, ಸಾಧಾರಣ ತರದ ಜಖಮಿಗೆ, ಆ ಜಖಮು ಆದ ಕೂಡಲೆ ಕಂಪೆನಿಗೆ ಬರಹನಿಶಿ ಬರಕೊಳ್ಳತಕ್ಕದ್ದು. ಆ ಸಮಯದಲ್ಲಿ ಅಗತ್ಯಬಿದ್ದರೆ ಕಂಪೆನಿಯಿಂದ ನಿಯಮಿಸಲ್ಪಡುವ ಡಾಕ್ಟಾರರಿಂದ ಪರೀಕ್ಷಿಸಿ ಜಖಮಿನ ವಿಲೆವಾರಿಯನ್ನು ತಿಳಕೊಳ್ಳಲಾಗುವುದು ಮತ್ತು ಅಗತ್ಯವಿದ್ದಲ್ಲಿ ಮದ್ದು ಕೊಡಿಸುವ್ಯವಿಲೆವಾರಿ ಮಾಡೋಣಾಗುವುದು.

2. ವಿಶೇಷತರದ ಜಖಮು ಆದರೆ ಕಂಪೆನಿಯ ಫೋರ್‌ಮೆನ್ ಆಗಲಿ, ಸಂಬಂಧಪಟ್ಟ ಕ್ಲಾರ್ಕರು ಕೆಲಸಗಾರರ ಆರೈಕೆ ತೆಗೆದು, ವಿವರಪೂರ್ವಕ ರಿಪೋರ್ಟನ್ನು ಜನರಲ್ ಮೆನೇಜರರಿಗೆ ಬರೆಯತಕ್ಕದ್ದು.

3. ಸಾಧಾರಣತರದ ಜಖಮು ಆದರೆ ಕಂಪೆನಿಯಿಂದ ತಿಳಿಸೋಣಾಗುವ ದಿನಗಳಲ್ಲಿ ಕಂಪೆನಿಯ ಡಾಕ್ಟಾರರ ಮುಂದೆ ಅಥವಾ ಕಂಪೆನಿಯಿಂದ ನಿಯಮಿಸಲ್ಪಡುವ ಇತರೆ ಅಧಿಕಾರಿಗಳ ಮುಂದೆ ಹಾಜರಾಗತಕ್ಕದ್ದು.

4. ಎಲ್ಲಾ ತರದ ಜಖಮ್ಮುಗಳಲ್ಲಿಯೂ ಕಂಪೆನಿಯ ಡಾಕ್ಟಾರರು ಉಚಿತವಾಗಿ ಕೆಲಸಗಾರರಿಗೆ ಸಹಾಯಮಾಡುವರು.

5. ವಿಶೇಷತರದ ಜಖಮಿನಲ್ಲಿ, ಸಂಬಂಧಪಟ್ಟ ಕೆಲಸಗಾರರಿಗೆ ಮನೆಹೊರಗೆ ಬರಲಿಕ್ಕೆ ಆಗದಿದ್ದಲ್ಲಿ ಕಂಪೆನಿ ಡಾಕ್ಟಾರರು ಅವರನ್ನು ಉಚಿತವಾಗಿ ನೋಡುವಂತೆ ವ್ಯವಸ್ಥೆ ಮಾಡಲ್ಪಡುವುದು. ಆದರೆ ಜಖಮುಗೊಂಡ ಕೆಲಸಗಾರರರಿಗೆ ಕಂಪೆನಿ ಡಾಕ್ಟಾರರು ಬೇಕಿಲ್ಲವಾದರೆ, ಕಂಪೆನಿ ಪರವಾಗಿ ಕೆಲಸಗಾರರ ಕ್ಷೇಮವನ್ನು ವಿಚಾರಿಸುವ ಬಗ್ಗೆ ಮಾತ್ರ ಆಗಾಗ್ಗೆ ಕಂಪೆನಿ ಡಾಕ್ಟಾರರು ಕಳುಹಿಸಲ್ಪಡುವರು.

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D ಸಾಮಾನ್ಯ.

1. ಎಚ್ಚರಗಳನ್ನೂ ಬ್ಲೇಕ್ ಮಾರ್ಕ್‌ನ್ನೂ ಕೆಲಸಗಾರರಿಗೆ ಜ್ಯಾರಿ ಮಾಡೋಣಾಗುವುದು.

2. ಇವುಗಳನ್ನು ರದ್ದುಪಡಿಸಲಿಕ್ಕೆ ಜನರಲ್ ಮೆನೇಜರರೊಡನೆ ಪ್ರಥಮವಾಗಿಯೂ ಬೋರ್ಡ್ ಒಫ್ ಡ್ಯಾರೆಕ್ಟರೊಡನೆ ಎರಡನೆಯದಾಗಿಯೂ ಅಪೀಲು ಮಾಡಿಕೊಳ್ಳಬಹುದು.

3. ಆಗಾಗ್ಯೆ ಕೊಡೋಣಾಗುವಂಬೇರೆ ಬೇರೆ ತರದ ಎಚ್ಚರಗಳನ್ನು ಅಲ್ಲಲ್ಲಿ ತೋರಿಸಿದ ದಾಮಾಶ್ಯೆ ಪ್ರಕಾರ ಜುವ್ವಾಮಾಡಿ ಬ್ಲೆಕ್‌ಮಾರ್ಕ್ ಆಗಿ ಮಾರ್ಪಡಿಸೋಣಾಗುವುದು.

4. ಹಾಗೆ ಎಚ್ಚರಗಳು ಮತ್ತು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ರದ್ದಾದರೆ ಸಂಬಂಧಪಟ್ಟ ಕೆಲಸಗಾರರಿಗೆ ಜ್ಯಾರಿ ಮಾಡಿ ಅವರ ಸರ್ವಿಸ್ ರಿಜಸ್ಟರಿನಿಂದ ಸದ್ರಿ ರದ್ದಾದ ಎಚ್ಚರ ಅಥವಾ ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ವಜಾ ಮಾಡೋಣಾಗುವುದು.

5. ಒಬ್ಬ ಕೆಲಸಗಾರನಿಗೆ ಒಂದು ವರ್ಷದಲ್ಲಿ ಒಂದು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಸಿಕ್ಕಿದರೆ ಆ ವರ್ಷ-ಸಂಬಳ ಬಡಾವಣೆಯಿದ್ದರೆ ಅಂತಹ ಬಡಾವಣೆಯ ಲಾಭವು ಆ ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ದೊರಕಿದವರಿಗೆ ಕೊಡೋಣಾಗಲಿಕ್ಕಿಲ್ಲ. ಎರಡು ಬ್ಲೇಕ್ ಮಾರ್ಕ್ ಇದ್ದವರಿಗೆ ಬೋನಸ್ಸು ಕೋಡೋಣಾಗಲಿಕ್ಕಿಲ್ಲ.

6. ಒಬ್ಬ ಕೆಲಸಗಾರನಿಗೆ ಅವನ ಸರ್ವೀಸಿನೊಳಗೆ ಮೂರು ಬ್ಲೇಕ್ ಮಾರ್ಕುಗಳು ಆದರೆ ಅವನನ್ನು ಕೆಲಸದಿಂದ ನಿವೃತ್ತಿಗೊಳಿಸಲಾಗುವುದು.

7. ಪ್ರತಿ ಎರಡು ವರ್ಷಕ್ಕೊಂದು ಬಾರಿ ಕೆಲಸಗಾರರು ತನ್ನ ರಿಕಾರ್ಡಿನಲ್ಲಿ ಜಮೆಯಾದ ಬ್ಲೇಕ್ ಮಾರ್ಕನ್ನು ತೆಗೆದುಹಾಕಲು ಅರ್ಜಿ ಹಾಕಬಹುದು. ಅಂತಹವರ ಹಿಂದಿನ ವರ್ತನೆಗಳನ್ನು ನೋಡಿ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಮಾಧಾನವಾದರೆ ಆ ವರೆಗಿನ ಎಲ್ಲಾ ಅಥವಾ ಕೆಲವು ಬ್ಲೇಕ್ ಮಾರ್ಕುಗಳನ್ನೂ ಅಥವಾ ಎಚ್ಚರಗಳನ್ನೂ ರದ್ದುಪಡಿಸಬಹುದು. ರದ್ದುಪಡಿಸುವುದು ಅಥವಾ ಅರ್ಜಿಯನ್ನು ನಿರಾಕರಿಸುವುದು ಅಧಿಕಾರಿಗಳ ಸ್ವೇಚ್ಛೆಯಾಗಿದೆ. ಅರ್ಜಿಯನ್ನು ನಿರಾಕರಿಸಿದರೆ ಅವರ ಕಾರಣವು ಕೊಡೋಣಾಗಲಿಕ್ಕಿಲ್ಲ.

8. ಈ ಕ್ರಮಗಳು ಆಗಾಗಿನ ಅನುಭವದಂತೆ ಬದಲಾಯಿಸಲ್ಪಡುವವು. ಅಂತಹ ಬದಲಾವಣೆಗಳು ನೋಟೀಸು ಬೋರ್ಡಿನಲ್ಲಿ ಹಾಕಿ ಕೆಲಸಗಾರರಿಗೆ ತಿಳಿಸಲ್ಪಡುವವು.

9. ಕಂಪೆನಿಯ ಕೆಲಸದ ಮೇಲ್ತನಕ್ಕೆ (efficiency) ಅಥವಾ ಕೆಲಸಗಾರ ಶಿಸ್ತಿಗೆ ಬಾಧಕ ಬರುವ ಅಥವಾ ವಿರೋಧವಾಗುವ ಕೆಲಸಗಾರರ ಇನ್ನಿತರ ವರ್ತನೆಗಳಿಗೂ ಅವುಗಳ ವಿಶೇಷತೆಯ (seriousness) ಮೇಲೆ ಹೊಂದಿ ಎಚ್ಚರಗಳನ್ನೂ ಬ್ಲೇಕ್ ಮಾರ್ಕುಗಳನ್ನೂ ಕೊಡಲಾಗುವುದು.

10. ಕೆಲಸಗಾರರ ಗೈರಹಾಜರಿ ಸಮಯದಲ್ಲಿ, ಕಾಗದಪತ್ರ, ಹುಕುಮುನೋಟೀಸು ಇತ್ಯಾದಿಗಳನ್ನು ಜ್ಯಾರಿ ಮಾಡುವ ಬಗ್ಗೆ ಪ್ರತಿಕೆಲಸಗಾರರೂ ತಮ್ಮ ಮನೆ ವಿಳಾಸವನ್ನು ಆ ಬಗ್ಗೆ ಪ್ರತ್ಯೇಕವಾಗಿ ವರ್ಕಶೋಪು ಆಫೀಸಿನಲ್ಲಿ ಇಡೋಣಾಗುವ ಪುಸ್ತಕದಲ್ಲಿ ಬರಸತಕ್ಕದ್ದು. ಸದ್ರಿ ಪುಸ್ತಕದಲ್ಲಿ ವಿಳಾಸವನ್ನು ಬರೆಯಿಸದೆ ಇದ್ದರೆ ಅಥವಾ ಬರೆಸಿದ ವಿಳಾಸಕ್ಕೆ ಕಾಗದವನ್ನು ಟಪಾಲುದಾರರು ಕಳುಹಿಸಿ ವಿಳಾಸದಾರರು ಸಿಕ್ಕದೆ ವಾಪಸು ಬಂದಲ್ಲಿ, ಆ ಮೇಲೆ ಸದ್ರಿ ಕಾಗದ-ಪತ್ರ, ಹುಕುಮು, ನೋಟೀಸುಗಳನ್ನು ವರ್ಕಶೋಪಿನ ಬೋರ್ಡಿನ ಮೇಲೆ ಹಾಕೋಣಾಗುವುದು. ಹಾಗೆ ಹಾಕಿದ ಮೇಲೆ ಸದ್ರಿ ಪತ್ರ, ಹುಕುಮು, ಆಥವಾ ನೋಟೀಸು ಸರಿಯಾಗಿ ಜ್ಯಾರಿಯಾಗಿಯದಾಗಿ ನೆನಸೋಣಾಗುವುದು.

11. ಈ ನೈಮಗಳ ಪ್ರತಿಗಳು ಪ್ರತಿ ಒಂದಕ್ಕೆ ಎರಡಾಣೆ ಬೆಲೆಗೆ ಆಫೀಸಿನಲ್ಲಿ ವಿಕ್ರಯಿಸಲ್ಪಡುವುವು.

The Canara Printing & Publishing House, Limited, Mangalore.

Translation of the Rules published by the Canara Public Conveyance Co. Ltd. on 7.3.1939 and put up on Garage Notice Board.

THE CANARA PUBLIC CONVEYANCE CO. LTD.
MANGALORE.

Regulations for the Conduct of Workers.

SECTION I.

WORKSHOP DEPARTMENT.

A. Attendance.

1. Workers shall attend one all the days except on Sundays without shift work or its substitute holiday.

2. Workers absenting themselves without leave note or without leave being granted or getting leave on false pretences, if they absent themselves for one day, they will be given a warning. If they get 3 such warnings in a month or 6 such warnings in a year, they shall be awarded with a black-mark.

3. Workers absenting themselves without leave note or without leaveing being granted or getting leave on false pretences, if they absent themselves for more than one day and less than 15 days they will be awarded a black-mark.

4. Workers absenting themselves without leave-note or without leave being granted or getting leave-on false pretences, if 5 or more workers absent themselves deliberately even for one day of such absence they shall be awarded with a black-mark.

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5. If workers absent themselves with the object of doing propaganda against the Company or for this purpose even if leave has been granted before on false pretences or not granted, such workers' services shall be dispensed with.

6. If sick leave is wanted, on account of sudden illness preventing him from coming out of his house, the worker shall submit a leave note with a certificate of the doctor treating him enclosed therein. The doctor shall certify that the applicant cannot come out of his house and the certificate shall contain the diagnosis of the disease;, and such certificate shall be valid only till such time as the worker cannot come out. As soon as the applicant is able to come out he shall present a certificate from the doctor appointed by the Company from time to time either for extension of leave or for joining work.

7. For other illnesses, the worker shall submit with his leave note a certificate from the doctor appointed by the Company only.

8. Sick leave shall be granted without doctor's certificate if he satisfies officers appointed by the Company from time to time, previous to his leave application. If such officers are not satisfied then only a certificate shall be produced from the doctor appointed by the Company.

9. The Company shall pay for the doctor's certificate if sickness is true. If sickness is pretended Rs. 2/- shall be debited to the account of the worker as doctor's fee.

10. A certificate from the District Medical

officer can be produced instead of one from the doctor appointed by the Company. In such cases the certificate fee shall be borne by the applicant.

11. Workers availing of leave for more than 7 days on grounds of illness shall satisfy the officers appointed by the Company as to their complete fitness when rejoining duty. If such officers are not satisfied the applicant shall produce the certificate from the doctor appointed by the Company. Such cost of certificate will be borned by the Company.

12. Workers absenting themselves without availing themselves of leave by any of the methods, for more then 15 days, their services shall be dispensed with.

13. Any worker, appointed to a responsible job or jobs which are not relievable and if such worker leaves such job or duty before being relieved or leaves such job of his own accord, his services shall be dispensed with.

14. Workers occasionally coming late by five minutes will be excused. He shall be wanned if he comes late by five minutes on three consecutive days or five times in a month. If three such warnings are issued he shall be awarded with a black-mark.

15. If a worker comes late by more than 5 minut he shall satisfy the concerned officers. If he fai to satisfy the officer he shall be warned once. Wh such six warnings are issued he shall be awarded wit black-mark.

16. If a worker comes late by more than half

hour he shall not be admitted. That day shall be considered as absence without leave and Rule No. 2 shall be applied.

B. Work.

1. Every worker shall do his duty satisfactorily.

2. Every worker shall be obedient to the fore-man of the workshop and to such officers as may be appointed by the Company.

3. If given ~~xx~~ work is spoiled, or delayed by more then reasonable time, causing loss to the Company less then Rupees Five, by way of cost of the article or cost of labour on the work expended upon it so far, or profits, or all the three together, a warning shall be issued. If two such warnings are issued one black-mark shall be awarded. - If the loss caused exceeds Rs. five as shown above one black-mark shall be awarded.

4. If work given is spoiled deliberately the services of the worker shall be dispensed with.

5. If the worker is disobedient to the superiors officers or retorts to them, a black mark shall be awarded. If he behaves in such manner with the General Manager, his services shall be dispensed with.

6. If necessity falls to go on line, he shall immediately go. If he cannot go he shall satisfy his superior officers. If he refuses to go without satisfying , a black-mark shall be awarded.

7. When asked to go on line, if a worker refuses to go after satisfying the office with reasons and if later on, it is found out that such reasons are not

true, a black-mark shall be awarded.

8. If a worker ~~fag~~ fights with any body, steals, or behaves in such a manner as to harm the Company or encourages persons, doing such things, ~~the~~ his services shall be disponsed with.

C. Accidents.

1. If harm occurs when doing work, for ordinary hurts, worker should write to the Company immediately after the hurt informing the Company of same. If it is found necessary he shall be examined by the Company's doctor and of such hurt it will be taken note of; and if it is necessary, arrangements will be made for giving medicines.

2. In cases of serious hurt, either the Fore-man or the concerned clerks will look after the worker and submit a detailed report to the General manager.

3. In cases of ordinary hurts, the worker shall present himself either before the Company's doctor or before other officers appointed by the Company on the days appointed by the Company.

4. In all cases of hurt, the Company's doctor will help the workers gratis.

5. In cases of serious accidents, when the worker cannot come out of his house arrangements will be made to have him seen by the Company's doctor gratis. If the disabled worker does not want Company's doctor, on behalf of the Company the Company's doctor will be sent now and then to enquire after the health of the worker.

D. Ordinary.

1. Warnings and black-marks will be served on the workers.

2. To have these cancelled the Worker may appeal in the first place to the General Manager and secondly to the Board of Directors.

3. The different kinds of warnings issued to the workers will be totalled up according to the proportion as shown above and converted into black-marks.

4. If such warnings and blackmarks are cancelled the concerned worker will be served notice of the same and such cancelled warnings and black-marks will be deducted from the service-register.

5. If in a year a worker is awarded with one black-mark, he shall forfeit his claims to an increment if there be any increment in that year. Those awarded with two black-marks shall forfeit their claim to the bonus.

6. If during the period of his service a worker is awarded with three black-marks his services shall be dispensed with.

7. Once in two years workers may put in an application to have the black-marks accrued in their records removed. If the officers are satisfied with the workers' previous behaviour, all the black-marks accrued till then or some of the black-marks or some of the warnings may be cancelled. Cancellation of the black-marks or warnings or rejection of application for same is left to the sweet will of the officers. No reason shall be given for the rejection of such applications.

8. These regulations will be changed according to experience. Such changes will be made known to the workers through the notice board.

9. Workers' behaviour affecting the efficiency of the Company or the discipline of the workers or opposed to the Company, black-marks ~~xxxx~~ and warnings will be accorded accordingly to the seriousness of such behaviour and such other offences.

10. Every worker shall have his home address entered in a register maintained for the purpose separately in the workshop office to have letters, orders and notices served on them during their absence from work. If no such address is got entered in the said book, or if a letter posted is returned on account of addressee being not found, such letter, order or notice shall be put on the notice board and that such letter, order or notice shall be deemed to have been served on the worker.

11. Copies of these regulations will be sold at the office at the rate of as. two per copy.

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ASSISTANT SECRETARY TO GOVERNMENT
18 MAR 1939
DEVELOPMENT DEPARTMENT

In your reply please quote:
No. C-4-540/39
Dated the 17th March 1939.

8092

Office of the Commissioner of Labour,
Post Box No. 429, Chepauk, Madras.
Dated the 17th March 1939.

From

S.V. Ramamurty Esq., M.A., I.C.S.,

Commissioner of Labour, Madras.

To

The Secretary to Government,

Development Department,

Fort St. George.

Sir,

Labour - South Kanara Motor Employees' Union - Grievances - Government Memo. No. 1683-IV/39-1 dated 23-1-39, 1683-IV/39-2 dated 10-2-39 and 1683-IV/39-3 dated 25-2-1939.

The Hon'ble the Minister for Labour and Industries gave me a note on the Mangalore Trade Dispute and a copy of a letter from the South Kanara Motor Employees' Union to the General Manager of the Canara Public Conveyance Co. dated 6th February for enquiry at Mangalore. I was instructed to find the facts and report on them so that negotiations for a settlement might be made in Madras before the Hon'ble the Minister. I herewith return the note and a copy of the letter. They are marked Enclosures A and B.

2. As regards points 1 and 2 in Enclosure A, Mr. Kudva, the General Manager of the Canara Public Conveyance Co. told me that he had not so far agreed to allow every worker under him to join the Union and to allow all except 4 or 5 clerks immediately under him to be office-bearers, if elected. This is a matter for discussion with him in Madras when he is sent for by the Hon'ble the Minister. As regards point 3 in Enclosure A, I found that there were 9 persons transferred because they continued to be members of the Union though

though they were also members of the administrative office of the General Manager. The records of enquiry relating to these 9 persons are contained in Enclosure H. These 9 persons are the first 9 out of the 10 names given in the first para. under demands in Enclosure B. Of these 9 persons, M.J. Ramanath Pai, Devaraj Pai and Balakrishna Shenoy continue in the Central Office though in a different section from where they were working previously. Venkatesh Kamath was getting Rs.27 in the Manager's Office and was transferred to the Joint Booking Office, his salary remaining yet to be settled by the Council of Management which administers the combined booking of the following 4 Companies:--

(a) The Canara Public Conveyance Co. (called for short, C.P.C. Co. hereafter) with its allied concerns.
(b) The Hanuman Transport Co.
(c) The Shunkar-Vittal Motor Co.
(d) The Mahalakshmi Motor Service.

Mr. Kudva, the General Manager of the C.P.C. Co., is strictly not entitled to appoint any one in the Joint Booking Office. His order may conceivably be set aside by the Council of Management of the combination of companies, though apparently he has influence enough in the Council to get his proposals through. Ramdas Kamath was getting Rs. 30 in the General Manager's Office but is now doing work as a parcel weighing clerk, the previous incumbent of which place was getting Rs.15. He has to work now about 12½ hours a day. M. Ramanath Pai was an Accountant on Rs. 39. He is now put to work at a petrol pump belonging to the C.P.C.Co. H.R. Kamath, an Accountant on Rs. 32, has been transferred to the Combined Booking Office. B. Haridoss Baliga, a clerk on Rs. 27, and Sadasiva Rao Kavi, a clerk on Rs. 20, have also been transferred to the Combined Booking Office. These transfers have admittedly been made by Mr. Kudva because the clerks would not give up their connection with the Union. Whether they should be taken back to their ~~pre~~ places depends upon the agreement on the part of Mr. Kudva to allow all the clerks in his office to be members of the Union.

The following three clerks have been suspended:

(a)

(a) K. Ramesh Rao, petrol clerk.
(b) Sarvothama Pai, clerk, Joint Booking Office.
(c) Manjunath Kamath, clerk in the Combined Booking Agency.

These were suspended in the course of January 1939. Evidence was recorded under my instructions by the Factories Inspector, V Circle. Evidence relating to Ramesh Rao is in Enclosure C. Evidence relating to Sarvothama Pai is found in Enclosure D and that relating to Manjunath Kamath is found in Enclosure E. The causes for which these 3 clerks were suspended are not serious but as a result of the bad feelings that have been existing between the Management and the staff, the three clerks have been suspended. There is one case of forced leave of one Gopalakrishna Avadhani. The record of enquiry relating to him is in Enclosure F The Company want a certificate of fitness for him from the Medical Officer of the Company and not from the doctor from whom the clerk produced it. There is one case of dismissal of clerk Hariram Shenoy. The records of enquiry relating to him are in Enclosure G. An enquiry was also made into the case of Asal Ammanna The records of enquiry relating to him are contained in Enclosure K. The Inspector of Factories has summed up the evidence regarding the persons into whose cases he conducted an enquiry and his summary will be found on the first page of the enclosures (except in the case of Sarvothama Pai and Manjunath Kamath which are referred to on page 1 of Enclosure H). Mr. Kudva was willing to cancel the suspensions and transfers and the continuation of the leave of Avadhani if th concerned clerks expressed their regret but they were not willing to do so. Mr. Kudva was not willing to take back Asal Ammanna and also said that there was justification for the dismissal of Hari Ram Shenoy. Considering the evidence I feel that Hari Ram Shenoy and Asal Ammanna may be left as they are and that the rest may be taken back after they express their regret for the comparatively slight causes for complaint they gave.

3. The Hon'ble the Minister also asked me to enquire into demands contained in Enclosure B. I have already dealt with the cases of the clerks mentioned under 'Demands'. I now proceed to deal with the rest of the items contained in Enclosure B.

General Demands.-- (1) The Union asks for recognition. Mr.Kudva says that he has no objection on principle to recognise the Union but states that, in view of the strained feelings just now, recognition immediately is difficult. The Union was, as a matter of fact, formed on his own premises. But the leaders with whom Mr. Kudva was co-operating, viz., Mr. Mallayya and Mrs. Chattopadhyaya, lost influence in the Union. Mr. Kudva states that the C.P.C.Co. is a Joint Stock Company which has controlling interest also in the Modern Motor Service, P.V. Motor Service and the Popular Motor Service in the South Kanara Dt., that it has combined booking along with the three other Companies already referred to (Hanuman Tranport Co., Shunkar Vittal Motor Company and Mahalakshmi Motor Service) and that the Union consists ofworkers of all the four main companies and also other Transport Companies in the district. The question of recognition therefore is not merely one for the C.P.C.Co. but also for several other Transport Companies. Of all the Companies, however, the C.P.C.Co. is the most successful and the most important.

(2) Wages.-- (a) The four ~~Company~~ Companies which have combined get the same rates for booking but the wages paid by each for its employees are different. Mr. Kudva says that his own Company cannot agree to the increase of wages unless its competitors also do. The Union representatives admit that the wages paid by the C.P.C.Co. are not less than those paid by the other Companies and that the other Companies pay less wages in some cases. Mr. Kudva claims to be paying better wages than other Companies and agrees that if in any case the wages are less, he will consider an increase in respect of those items. The Union did not produce a list of comparative wages.

(b) Mr. Kudva said that he paid bonus at the rate of 1/12 of the annual earnings while other Companies paid less or none. The Union said that the bonus was given by the C.P.C.Co. at the rate of wages sometimes of one month, sometimes of half a month or 20 days, but that they were not paid every year. They said that last year a month's pay was paid as bonus and in the previous year 22 days' pay.

(c) If a man is suspended in the course of the year, the bonus is not paid.

(3) Provident Fund.-- There is at present no Provident Fund.

(4) Leave.-- The present position is as follows: Workmen in the workshop get leave on Sundays. They are generally paid monthly. Daily workers do not get wages for Sunday. Drivers and conductors get leave up to 30 days in the year ending on 31st March (casual and sick leave included). This leave is with pay. Administrative staff get Sundays but no other holidays. They get monthly salaries. Other clerks get 24 days leave in the year. They also get monthly salaries The Union states that the Manager gives leave at his discretion and that the workers cannot always be certain of getting leave as and when they want it.

(5) Medical Relief.-- There is no medical aid at present provided. There are hospitals and dispensaries in Mangalore. The C.P.C.Co. has recently arranged with a private doctor to treat cases of accidents.

(6) Facilities on transfer.-- Mr. Kudva states that transfers are very few as regards clerks, as most of the clerks are at Mangalore, that no provision is made for payment of transfer expenses, that usually transfers are made so as to suit the men and that when there are temporary transfers, passes are given and alowances are paid. The Union states that no payments are made for expenses of transfer and that frequent transfers are made at short notice.

(7) Workshop.-- Mr. Kudva states that the working hours are 8½ hrs. a day, that there is no night work in the factory now and that compensation holidays are given for over-time work but additional wages are not paid. The Union states that the working hours are no doubt 8½ hours a day but that in addition to this, one-fourth of the workers have to work from 6 P.M. to 8 P.M. one week in each month. This batch also works on the Sunday of that week but gets a substitute week-day as a holiday. This involves sometimes 65 hours work a week. The Inspector of Factories has been told to examine this so that the number of hours worked is brought in accordance with the law.

(8) Traffic Section.-- (a) The Union asks for allowances over a distance of 80 miles while the Company is paying the same over a distance of 100 miles.

(b) No provision is made by the Company to defend its workers in cases of prosecution. Mr. Kudva states that when a subordinate misbehaves, the Company cannot pay for his defence and that where the Company feels the workers are in the right it indemnifies them. The Union states that as soon as there is an accident, the driver concerned is placed under suspension at once and that even when the enquiry shows that he was not in the wrong he gets no pay for the suspension period and that he also loses his bonus.

(c) Allowances are paid at rates lower than what the Union asks for. Workers sent on line-duty are given 8 as. or 10 as. a day. Four annas is given for halts in malarial places. At present, temporary duty is only up to 5 days, whereas workers ask for it to be defined as up to 15 days.

(d) The allowance referred to under this item is being paid by the C.P.C.Co., but it is not paid by other Companies. The office hours are 8 A.M. to 12 noon and 2-30 P.M. to 6 P.M. Special administrative clerks working longer hours are paid Rs. 7-8-0 extra a month. The Union states that the garage staff works for 8½

8½ hours and that clerks elsewhere than in the Head Office work 12 hours or more, while in the Head Office itself the hours are 7½ a day. As regards the schedule of scales of pay, the Union has proposed scales which it desires to get from all the Companies in South Kanara. I have noted against the scales in Enclosure B, the starting pay that is now being given by the C.P.C.Co. While this demand has been made from the C.P.C.Co., the Union states that a similar demand has not been sent to other Companies. Mr. Kudva says that if his Company pays less than any other Company, he will be willing to bring up his wages. But he has not indicated that he is willing to accept the scales of pay suggested by the Union.

N.B

4. I may perhaps indicate roughly the settlement that may be considered suitable in respect of the demands, other than those dealing with punishments and transfers:

(1) The Union may be recognised. (The question of clerks joining the Union will no doubt be separately considered.

(2) The minimum wages of employees other than clerks may be fixed at Rs. 11 for unskilled and Rs. 13 for skilled with Rs. 8 for adolescents. At present they are generally less.

(3) Allowances for transfer expenses may be paid.

(4) Over-time wages may be paid in the workshops.

(5) Contribution towards expenses of defence may be paid when an employee is prosecuted and is found not to have been in the wrong. Suspension in such cases should not be ordered unless the employee is definitely in the wrong. The rule about loss of bonus on account of suspension in the year should be suitably amended.

(6) The period of "temporary" duty may be raised from

from five days.

5. Certain statements received from the C.P.C.Co. on behalf of the Joint Manager of the Combined Booking Agency and the Joint Manager of the Joint Booking Office are marked Enclosure I. The Balance Sheets of the C.P.C. Co. produced by the Union are marked Enclosure J. The enclosure sent by the Government with their Memorandum No. 1683-IV/39-4 dated the 6th March 1939 is marked Enclosure L. This last is a statement of Mr. Kudva in which he gives his version of the dispute.

The enclosures sent by Government with their Memoranda mentioned at the beginning of this letter are also returned herewith.

S V Ramamurthy

Commissioner of Labour. 6.3.39

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IV

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

CHIEF SECRETARY GOVERNMENT OF MADRAS 20 MAR 1939 Received here at ____ H. ____ M.

MADRAS 20 MAR 39 D.T.

8-30

O HK MANGALORE KODIYALBAIL 20 28 SECRETARY GOVERNMENT

DEVELOPMENT DEPARTMENT MADRAS

REFERENCE YOUR TELEGRAM STARTING OF BOTH PARTIES

DELAYED DUE ATTEMPT LOCAL NEGOTIATIONS STOP PARTIE

LEAVING TODAY MEET MINISTER TOMORROW NOON

ENTERPRISE

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number in the case of foreign telegrams only), office of origin, date, service instructions (if any), and number of words.

This form must accompany any inquiry respecting this Telegram.

Laf Chand & Sons, Printers, Calcutta—No. 15R (B-16)—6-4-37—30,000 Bks.

Dev. Dept.

To U.S.:

Submitted for perusal. The file on the South Kanara Motor Employees' Union grievances has been circulated to H.M. on 18.3.39 (D+L.) This may also be circulated to him in Cuttack.

20/3/39

20.3

H.M (I&L) 20/3 20/3/39

20/3/39.

~~45~~

084

C. 3.

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

Received here at ——— H. ——— M.

O HE MANGALORE KNA 20 25 HONOURABLE MR GIRI

SECRETARIAT MADRAS

= TRIED MUTUAL COMPROMISE WITH MANAGEMENT FAILED

BOTH PARTIES MEET YOU TWENTYFIRST MARCH NOON

EXCUSE POSTPONEMENT = PRESIDENT MOTOR UNIO

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (i... ... foreign telegrams only), office of origin, date, service instructions (if any), and number of words.

This form must accompany any inquiry respecting this Telegram.

Lal Chand & Sons, Printers, Calcutta—No. 15R (B-16)—6-4437—30,000 Bks.

The Management Telegram is at Tab A

Dw.

Submitted for perusal. May see Circulars to Hon Ltrs

20/3

20-3-

Mr Kudva, manager, Kanara Public Conveyance Co Mangalore just rang me up from Tel: no 27826 Say that he has just arrived by car and that he would be glad if an engagement can be fixed for him

P6 2

at 4 P.m. today or tomorrow morning. I said I would let him know on ascertaining H.M's wishes. [As per H.M's instructions, I have since telephoned to Mr Kudva to meet H.M. at 4 P.m. today at his room in the Assembly chamber. LWO 21/3/39.

H.M. (I & L) 19

21/3.

9/1 21/3 21/3

LWO 21/3/39

P.T. circulate

21.3.

4.1

C.F. 30.

DEVELOPMENT DEPARTMENT.

Received ..... 19 *Registered* 8231 19

ASSISTANT SECRETARY TO GOVERNMENT
20 MAR 1939
DEVELOPMENT DEPARTMENT

Subject.

Strikes - Labour - Friction between employers and employees - South Kanara Motor Employees' Union -Report-

Ref:-Telegram dated 17.3.39 from Government, Development Department.

---

file with H.M.

ENCLOSURES.
No. .....
.....
Spare copies .....

Ref. Cl. No. 1034-M-39.

Station Mangalore, *Dated the* 18th March 1939. 19-

From (Name) Khan Bahadur Sharif Ahmad Ali Sahib Bahadur,
(Designation) District Magistrate of South Kanara.

To The Secretary to the Government of Madras,
Development Department,
Madras.

Sir,

I enclose a copy of the strike notice dated 16.3.39 received from the President, South Kanara Motor Employees' Union, Mangalore, as also a copy of his letter dated 16.3.39 requesting to afford him an opportunity to place the employees' case before me. I granted him an interview this day at which the General Manager of the Canara Public Conveyance Company Ltd., was also present. The Union was represented by three other persons styling themselves as "members of the Council of Action". There was an informal discussion in the course of which the President of the Employees' Union complained about the victimisation of one

P.A. inform

98 D

of the workers by name P.S.Ammanna by the Management in pursuance of the new rules introduced by the Company to regulate the conduct of the employees, while the General Manager tried to justify the punishment inflicted on the worker by representing that it had to be done in the interests of discipline especially in view of the threatened strike. Ultimately however I succeeded in persuading both sides to come to a sort of truce, and the "Council of action" on the one hand has promised to hold no more public meetings or demonstrations to ventilate the grievances of the employees, while on the other the General Manager of the Company has undertaken not to enforce the new regulations and punish any more workers, at least till after both parties interview the Minister for Labour at Madras on 20.3.39. They told me that they are all going to Madras on that date for the interview at the Secretariat.

2. The situation is being closely watched and I shall send a further report in due course if there are any fresh developments. The District Superintendent of Police, South Kanara, was present throughout the interview.

For Dt. Magistrate.

Copy to the Commissioner of Labour, Madras, for information.

am/18.3.

18-3-39. Dev. Dept

L.M.S:- Submitted for perusal. May be circulated to H.M (I & L.)

H circulate

21-3-39

21/3.

22/3/39

H.M.(I&L) The matter is settled. At the Conference we had this afternoon - C.S.L + Leg Sec were present. The Company's representative

99

THE SOUTH KANARA MOTOR EMPLOYEES' UNION, MANGALORE.

Regd.No.102.

13th March 1939.

Strike Notice.

Whereas the dispute between the Union and your Company arising out of the victimisation of some of the employees of your Company is in the hands of the Government, and whereas the Commissioner of Labour has held an enquiry of the same on 10.3.1939, you have further victimised one P.S. Ammanna by awarding him with a 'black-mark' under 53 of the new regulations published by you for the conduct of workers on 7.3.1939 in lieu of an illegal fine of Rs.5/- imposed upon him on ---- 12.11.1938 for an alleged offence of his and also issued an order to him why he should not be dismissed under A.13 of the new regulations, and whereas the new regulations are highly unjust, illegal and ultra vires being contrary to and in violation of the provisions of the Factory Act, the Workmens' Compensation Act and the Payment of Wages Act, and whereas the same have been promulgated and enforced with the intention of evading the said Acts and to coerce your employees into submission by depriving them of their legitimate rights, and ----- whereas they are also injurious to the interest and welfare of the workers, we demand the withdrawal of the same and the cancellation of the victimisation of the said worker within a week from this date, failing which please take notice that the workers in your Company will go on Strike and for that purpose this itself may be treated as a Strike notice.

Sd/- S. A. Saldanha,
President.

Sd/- Ramanath,
General Secretary.

To the General Manager, The Canara Public Conveyance Co.Ltd., Mangalore.
Copy to the Hon'ble Mr. V.V. Giri, Minister for Labour and Industries, Government of Madras.
Copy to the Commissioner of Labour, Madras.
Copy to the Collector & Dt. Magistrate, South Kanara, Mangalore.

/True Copy/

For Dt. Magistrate.

18.3.39

~~4~~ 100

THE SOUTH KANARA MOTOR EMPLOYEES' UNION.

Regd.no.102.

Felix Pai Bazaar,

Mangalore, 16th March 1939

To

The Collector & District Magistrate,

South Kanara, Mangalore.

Sir,

In connection with the Strike notice given to the C.P.C.Co. Ltd., by our Union, we request that we be given an opportunity to place before you our case. The time, date and the place may be kindly made known.

We have the honour to be,

Sir,

Your most obedient servants

Sd/- S. M. Saldanha,
President.

/True Copy/

For Dt.Magistrate.

18.3.39

101

ASSISTANT SECRETARY
24 MAR 1939
DEVELOPMENT DEPARTMENT

8713

In your reply please quote:
No. C-4-540/39
Dated the 23rd March 1939.

Office of the Commissioner of Labour,
Post Box No. 429, Chepauk, Madras,
Dated the 23rd March 1939.

From

S.V. Ramamurty Esq., M.A., I.C.S.,

Commissioner of Labour, Madras.

To

The Secretary to the Government of Madras,

Development Department,

Fort St. George.

Sir,

Labour - South Kanara Motor Employees' Union - Grievances and Notice of Strike.

In the dispute between the General Manager of the Canara Public Conveyance Co. and the South Kanara Motor Employees' Union, a settlement has been arrived at before the Hon'ble the Minister for Industries & Labour. The terms of settlement have been signed by both sides. I herewith send a copy.

2. I am referring the cases of Asal Ammanna and Hari Ram Shenoy to the District Magistrate, South Kanara, for his examination and expression of his decision. The records of enquiry conducted by the Inspector of Factories, Coimbatore, into these cases are contained in Enclosures G and K sent with my letter No. C-4-540/39 dated 17-3-1939. Please return them to me urgently, so that they may be sent to the District Magistrate, South Kanara, for use in his examination of the cases. The rules issued by the Company are being referred to the Inspector of Factories, Coimbatore, for his examination and indication where the rules are in need of revision.

S.V. Ramamurty

Commissioner of Labour.

A settlement of the dispute between the General Manager, Canara Public Conveyance Co., Mangalore, and the South Kanara Motor Employees' Union is effected on the following conditions:

(1) All clerks working under the Company may become members of the Union. But the Secretary, the Accountant and two Stenographers in the Central Office of the General Manager may not become members of the Executive Committee of the Union.

(2) Suspensions and transfers of clerks that have recently taken place will be cancelled. Mr. Kudva, the General Manager, will consider whether he can pay the salary of the whole or a part of the period of suspension.

(3) The cases of dismissal of Asal Annanna and Hari Ram Chenoy will be examined by the District Magistrate, South Kanara, whose decision will be accepted by both sides.

(4) The general demands made by the Union will be sent by the Union to all the Companies and if the Union cannot effect a settlement the question will be considered by the Labour Department.

(5) The notice of strike issued by the Union will be cancelled.

105

Dev. Deptt.

G.M. NO 1683-IV/39-6 Dt 27.3.39

Sptl.
Pl. give here and write another file
The file had to be sent with the file
27/3

Labour - South Kanara Motor Employees' Union. Grievances.

Ref: Letter from the C & L NO C.4.540/39 Dt 23.3.39.

Pp. 101-102 C

With reference to para 2 of the letter read above, the needs of ongoing sent as enclosure to his letter NO C-4-540/39 Dt 17.3.39 are returned ~~The~~ The C & L. is requested to report to Govt ~~the~~ his as well as their ~~decision~~ remarks/ ~~of the D/M South Kanara~~ on items (3) & (4) in the terms of settlement. ~~of the~~ dispute.

086 C

action taken

To
The C & L
(with enclosures at flags (A) to (L) in sgl.)

Copy to all concerned
28/3

27/3/39

25/3/39
27/3

104 9646

1-APR 1939

Ref.C.No. 1034-39-M. South Kanara Dt.Magistrate's Office,
Mangalore, dated 28th March 1939.

From

Khan Bahadur Sharif Ahmad Ali Sahib Bahadur,
Dt. Magistrate of South Kanara.

To

The Secretary to Government,
Development Department,
Madras.

Sir,

Strike - Labour - Friction between employers and employees - South Kanara Motor Exployees' Union, Mangalore - Notice of strike -further report submitted.

Ref: 1. Telegram dated 17-3-39 from Government, Development Department, Madras.

2. My letter Ref.C.No. 1034-39-M dated 18-3-39

I enclose a copy of letter No. Nil dated 26-3-39 received by me from the General Secretary to South Kanara Motor Employees' Union, Mangalore, and a true copy of the terms of the settlement arrived at between the Union and the Management of the C.P.C.Co., Ltd. As the threatened strike has been called off, no further action is necessary.

For Dt.Magistrate.

30.3.39.

105

Letter from the General Secretary, The South Kanara Motor Employees' Union, Mangalore.
To the Dt. Magistrate, South Kanara, Mangalore.
Dated 26th March 1939.

We beg to inform you that in view of the settlement of the dispute betwixt the Union and the C.P.C. Co., Ltd., we have withdrawn the Strike Notice issued to the said Company. We are enclosing a true copy of the terms of the settlement for your kind information.

Same as p102 ante

A Settlement of the dispute between the General Manager, Canara Public Conveyance Co., Mangalore and the South Kanara Moto: Employees' Union is effected on the following conditions:

(I) All clerks working under the Company may become members of the Union. But the Secretary, the Accountant and two ------- Stenographers in the Central office of the General Manager may no become members of the Executive Committee of the Union.

(II) Suspensions and transfers of clerks that have recently taken place will be cancelled. Mr. Kudva, the General Manager wil consider whether he can pay the salary of the whole or a part of the period of suspension.

(III) The cases of dismissal of Asel Ammanna and Hari Ram Shenoy will be examined by the Dt.Magistrate, South Kanara whose decision will be accepted by both sides.

(IV) The general demands made by the Union will be sent by the Union to all the Companies and if the Union cannot effect a settlement, the question will be considered by the Labour Department.

(V) The notice of strike issued by the Union will be cancelled.

Sd/- G. Ramdas Kamath,
Joint Secretary, S.K.M.E. Union.

Sd/- V.S. Kudva, General Manager,
C.P.C., Co., Ltd.

Sd/- K. Sarvotham Shetty.

(True copy)

For Dt.Magistrate.
30-3-39

30-3-39.

K. KARANT, B.A., LL.B., M.L.A.

PENTLANDPET,
MANGALORE.

ASSISTANT SECRETARY TO GOVT.
18 JAN 1939
DEVELOPMENT

Jany 12, '39.

1683

Dear Sir Girja,

This is to introduce to you Sri G. Ramdas Kamath, one of the joint Secretaries of the S. Kanara Motor Employees Union, Mangalore. This is a registred Union & has been in existence since July 1938. Its present membership is nearly 800. All because these people chose one Sri Ramanath as the General Secretary on the 7th instant & also for instituting enquiries (by) on the dismissal of one of its members by Mr V.S. Kudva, the General Manager of the C.P.C. Coy Ltd, Mangalore. This Mr Kudva has begun a course of victimisation. The correspondence which Sri Kamath will show to you will confirm all this. He has been threatening his subordinates to secede from

101 2

the Union from a newly started union of his own. His action as far as I can see is most high handed. I am sorry to say that certain socialists of this place are encouraging & abetting him in all this. I think this is a flagrant instance of a powerful though hot headed employer terrorising his servants and breaking up trade unionism. If such things go on what sort of trade unionism will be left I know not. These people of the Union are looking up to you for sympat

I fervently hope that you will help them. They could have started a strike but wisely they have not done so. But it is doubtful if with ample time given to the employer any strike is at all possible, as by that time the Union itself will be broken. With kind regards,

Yours sincerely,

R. R. Kanaet

C 108

Dev Dept

Labour - South Kanara Motor Employees' Union - Victimisation of some of the members by the Genl Manager of the Canara Public Conveyance Co Ltd.

ff 1-2 D/f

Memorandum from the S.K.M.E. Union dt 13-1-39

"Please examine & put up

P 1/f

D.D.G
17-1-39

To H-S:

Please see the memorandum in ff 1-3 C/f and H.M's note thereon. Attention is also invited to the G.O. letter from Sir Kacaut at ff 1-2 ante and H.M's note thereon.

ff 1-2 ante

A draft G.M. to the Commr of Labour is submitted for approval.

Q
23/1

DK
21-1-39

DG
23.

p. 21 C/f

Issued G.M. to the C of L dt 23-1-39

Ly U·S:

Please see the memorial submitted by the South Kanara Motor Employees' Union, at pp 25-32 of and H·M's note thereon. An extract of the Note is put up at flag (A). It is stated in the memorandum that the Commr seems to have expressed that clerks of the Company could be ordinary members of the Union but should not be in the executive of the Union and later on he seems to have stated that clerks on the administrative side could not be even ordinary members of the Union. H·M has noted that in every industry, every worker, be he a clerk or workman, can become member of the Union and take active part in it. He desires that ~~this position~~ the C of L should be informed of this position & that the memorandum may be sent to him so that the position of a clerk in a trade union may be made clear to the

-(A) on p 26 of

-(B) on p. 27 of

-(N)

employers.

Attention is also invited to Secretary's query at the bottom of page 25/c. It is submitted that there is a file in P.W.D. where the question of admitting clerks in the P.W. Workshops to become members of the Union is considered. An extract of H.M's minute in that file ⓓ is put up at flag (D) in Vol II. Attention is also invited to the notes in Vol I. It will be seen from the definition of a trade union & Sec 6(c) of the Trade Unions Act, that the Act does not postulate admission of clerks into a trade union and in practice also, trade unions have been of industrial workers alone.

In the top file, the Commr has stated that there is no objection to the Municipal employees including manual workers and clerks forming themselves into a trade Union for the purpose of registration under the Indian Trade Unions Act. It will

111

be seen that there is a conflict of opinion in the two cases.

In the circumstances it is submitted that the memorandum may be referred to the C of L for remarks as directed by H.M. in continuation of the C.M. at page 21 of. In the event of above also it is proposed to ask the C of L whether clerks can become members of a Trade Union & serve in its executive. For orders whether H.M's instructions at page 25 of may be issued to the Commn after the Report of the Commn is received.

H
10.2.39

W
C.

W allow himself to remind Sir's that there may also be an Italian request

C
10.2.39

To U.S.

Please see the correspondence from the South Kanara Collector

(6) 11V

Employees Union, at ff 34-40 & 9
and their Communication from the
Ex-President, Talk Congress Committee
at ff 41-46 &.

Submitted that the Comm
report may be awaited before
further action. He may be reminde
on 25.2.39 if no report is received
by the meantime.

C.M.
17.2.39
D.G.
E.C.

W.W.

I.U.S:

The Commr's report has not
yet been received. He may be
reminded. A draft C.M. is submi
for approval.

Attention is also invited
to a further memorial submitte
by the S.K.M. Employees' Union
at ff 47-56 &. Further action
will be taken on receipt of Comm
report.

Sent
Sent
& Copy

W.W.

C.M.
25/2/39
D.G.
25.2

To U.S.:

Please see the Copy of the correspondence ~~between~~ sent by the Genl. Manager, C.P.C. Ltd, Bangalore to the President, The Dt Congress Congress Committee, (U.K.) at pp 69-76 of and H.M's order on p 69 of.

A draft O.M. is put up for approval.

Sd/-
4.3.39

DS
4.3.

To U.S:

Issued O.M. to C of L Dt 6.3.39. - vide p 77 of.

Submitted that the C of L will be meeting ~~the~~ H.M. after his return from Coonoor, to discuss subjects relating to Chittivalsa jute mills, formation of an Advisory Committee on Emigration & the relationship between the Cheenakshi Mills & the Madura Labour Union. In this file also the Comm has been asked to meet H.M & discuss matters relating

to the South Kensington Employers Union. – Please see G.M. at p. 77 ante.

For orders whether this file should be sent to H.M. now. The Commr has not included this file in the subjects he will be discussing with H.M. The Sept will be prepared to discuss this on his return from S. Canada when he has gone personally into Conversations with Sir Hughes Knatchbull

10/3/39

H.M may see

11/3/39

H.M. (I & L). C.S.L. enquired this day if a report. After going through it I propose to see the parties & with the assistance of C.J.L. I propose to settle the differences between the Employers & Workers

14/3/39

14/3/39

H.M. directed 13/3

Ctd. 13/3.

To H.S.

Please see H.M's minute above. The Commrs report may be awaited.

16.3.39

15/3

113 A.

Memorial from the President, A.K.M.E. Union Dt. 14-3-35. — pp 78-95 C

Please send a telegraphic message to both the parties to be present at Madras on the 20th & in the meanwhile parties should be informed that no hasty action should be taken. The workers seem to contemplate a strike. — p 78 C

V. V. G
17. 3. 35

H.H.S

Please see the memorial from the President, A.K.M.E. Union at pp 78-80 C & the enclosures at pp 81-95 C. The Union complain that in spite of repeated attempts, they have not been able to get redress of their grievances. They have, therefore, given notice of strike that unless the grievances are redressed by the 20th of this month, the workers of the C.P.C. Co will go on strike. As per H.M's orders above, — para 4 on p 80 C also pp 81-82 C

114

Two draft telegrams, one to Resident S. K. M. E. Union & the other to the Manager, C. P. C. Ltd. are put up for approval.

H. M. has not stated the time nor the place of meeting. Presumably he may meet the parties at 12 noon in his room in the Secretariat.

Submitted that C & L may also be requested to be present on the occasion, as he has a first hand knowledge of the whole situation. A draft D. O. is also put up.

In my perhaps wire direct to parties as stated by Hon. Copy of the telegram should however be referred to the Camp. Do to capt Ch also may issue

7/3

17-3-39

Draft
17.3

To the telegram to the two parties to the dispute in the above matter, they have also requested to issue of H M a.d. the [illegible] in the [illegible] at 11 A M

issued
17/3/39

P. T. O.

H 115

Dev. Dept

Telegrams.

T.10

Two duplicates

(1) President,
South Kanara Motor
Employees Union,
Bangalore.

Telegram to Dept
Rm
17/3

(2) Enterprise,
Bangalore.

Telegraphic address
- M. see f. 69 cf

Please meet Minister for Labour on Monday the twentieth March at 12 noon ~~in his room~~ at the Secretariat, ~~Fort St. George~~, in connection with the dispute. ~~Pending further action will then.~~

Our expert parties will take no precipitate action pending interview with Minister.

Secretary to Govt,
Develop't Dept.

Repeat telegram with the address entries to D. M. South Kanara.

17.3.39

Dept
Rm
18/3

Dept
17/3

Gr
17/3

WO
17/3/39

O.T.G

12

116

Dir Regd.

D. O. No 1683 IV/39-5 Dt 17. 3. 39

Labour. S. K. M. Employees Union - Grievances against Managr, C. P. C. Ltd - Notice of strike.

You are probably aware that the S. K. M. E. Union have given notice of strike to the Genl. Manager the C. P. C. Ltd, Bangalore ~~H. A (Dist.) has decided that the parties representing the~~ Reprsn. of the parties to the dispute ~~should~~ have been asked to ~~Come to Madras~~ Meet ~~him~~ ~~Accordingly the President of the S. K. M. Union & the Genl. Manager of C. P. C. Ltd have been asked by wire to meet H. A~~ informed on the 20th March at 12 noon ~~in the~~ at the Secretariat,

x 117 13

I am to request you
~~also~~ to be present ~~at the~~ on the occasion
~~Ceremony~~

Yours Sincerely.

Enc
N/3

C.H.
17.3.31
Rec
17.3

Enc
17/3/31

S. J. Ramamurti Esq.
M. A., O. C. S.
C. J. L.
A Teaching

Dep'td.
17/3.

Pt 11/8

Issued telegrams to the President, S.K.M.E. Union & Genl. Managers, C.P.C. Co Ltd and D.C. to C ogl

pf 11-13 cf — Dt 17.2.39 - Telegram repeated to D.M. South Kanara.

—

To U.S:

The file may be circulated to H.M (I+L) who has to meet the parties in the dispute on monday the 20th inst. at 12 noon at the Secretariat

H.M 18/3/39

LRO 18-3

a. 18/3

LRO 18/3/39.

(H.M. (I&L))

To U.S:

~~Just now~~ The report of the Commr of Labour on the dispute between the S.K.M.E. Union & the Genl. Managers, C.P.C. Co Ltd, Managalore has ~~just~~ been received & it has been added at pp 86-93 cf. After discussing the

P.W. enclosed

Circs 18/3

H Ministers — pl see note

119 to

various grievances of the Union, the Comm has suggested the terms - Pp. 92-93 cf under which a settlement can be effected - vide Para 4 Pp. 92-93 cf.

The file may be circulated to H.M (I+L.)

2 HH
18/3/39
10
18.3.

Cur
18/3

Cur
18/3/39

H.M. (I+L)

Pl. circulate
HH
18/3
Cir 18/3

Matter has been gone into & for the present a settlement has been reached.

HP
28/3

Cur
24/3/39

U.S:

Please see the letter from the C.J.L on p 101/c with enclosure on p 102/c. The dispute has been amicably settled. No further action seems called for on this file at present. The papers may be recorded.

P.T.O.

46 120

2 The C g L wants back enclosures (G) & (K) attached submitted that all the enclosures from (A) to (K) may be returned to C g L. A draft G.O. is put up for approval.

after issue, the papers may be record

Sec
27/3

CMC
25/3/39
QD
27.3.

Sec
27/3/39.

To U.S.

The letter from the D.C. South Kanara with its enclosure on pp 104-105 of C submitted for perusal. No action seem called for.

A draft order recording the papers is put up for approval

Sec
4/4

CMC
4-4-39
QD
4.4.39

121

45/12/4

DRAFT FOR APPROVAL.

C.F. 16.

Dev. Dept.

Date. Initials.

SUBJECT:—

	Date.	Initials.
When received for fair copying ..		
When copied ..		
When examined..		W
When signed ..		
When despatched.		

Labour. The South Kanara Motor Employees' Union - Grievances & ~~Notice of Strike~~ - Dispute settlement - Papers recorded.

READ AGAIN _____, dated _____ 19____.

" " _____ " _____ 19____.

READ *ALSO*:—

No._____ From the _____, No._____, dated _____ 19____.

" _____ " _____ " _____ " _____ 19____.

" _____ " _____ " _____ " _____ 19____.

~~Order~~ ~~Resolution~~ Ms. ~~Rout~~ No. 937, dated 12-4-1939.

Recorded

Gv
17/4

L

The C of L ✓

" D. M. South Kanara. ✓

DS/GS
M
17/4

AK
4-4-39

DD
4/4

Copy

Mangalore,

15th February 1939.

To

The Hon'ble Mr. V. V. Giri,
Minister for Industries & Labour,
Government of Madras.

Memorial submitted by the South Kanara Motor Employees' Union (Regd. No.102) in continuation of the one submitted on 6-2-1939.

Respectfully Sheweth,

On 10-2-1939 Sri Hariram Shenoy, an employee of the C.P.C.Co., Ltd., was dismissed on flimsy grounds by the Management. (The catalogue of events leading up to this dismissal is appended herewith. - Appendix 1).

On 9-2-1939 an order was issued to Sri Shenoy framing some more charges, such as convening meeting, etc., in addition to the previous charges of having had received loan or gratuity from the Sharada Press (order issued dated 10th January 1939) asking him to submit an explanation in person, orally or in writing, at 10 A.M. on 10-2-1939. In proof of this charge a certain letter, supposed to have been received by the General Manager from the Managing Director of the Sharada Press, who is the former's brother-in-law, was published in the "Swatantra Bharath". Sri Hariram Shenoy denied this and other charges framed against him in an explanation he was asked to submit in person. In his explanation he had stated that he was not told definitely about the charges as he was not aware of the contents of the letters that passed between the

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General Manager and the Managing Director of the Press. And further, publishing in the paper is not the usual method of intimating to the clerks of the charges framed against them. Moreover, he categorically denied having had any dealings with the Press, unless it was the monies he had received as remuneration for the spare-time work he had done at the Press. The explanation was found unsatisfactory by the General Manager, and what is more curious, he wanted to make Sri Shenoy commit himself by hook or crook. During the interview, having by his side a "spare-parte" Agents to serve as witness, the General Manager put a volley o questions to Sri Shenoy. Sri Shenoy said that he had nothing more to add to what he had already stated in the explanation submitted. All the time, the General Manager was taking down the questions put by him and the answers of Sri Shenoy. At the close of the interview the General Manager asked Sri Shenoy to sign a paper to which he replied that he had already submitted a written explanation as ordered by the General Manager and that he found no reason to sign any statement which the General Manager has prepared from the questions and answers that were exchanged between them. Sri Shenoy was polite in answering the questions asked. On Sri Shenoy's requesting to be allowed to go, the General Manager gave the order of dismissal then and there.

Further, we beg to point out, the present hands working in the place of those who have been victimised (both transferred and suspended) still continue to be members of the Union. This is proof sufficient to show that the objection raised by the Management in regard to the clerks working in the administrative department being members of the Union is rather hollow. The

real objection on the part of the Management is to the clerks taking an active part in the affairs of the Union. All the victimised employees have been active members of the Unio

And what is more regrettable, the Management, since the last few days, has commenced striking terror into the hearts of the rank and file of the workers, who have shown sympathy towards the activities of the Union, in their struggle with the Management. Drivers and conductors have been transferred from one end of the district to the other, for no fault of theirs, except perhaps the sympathy they have shown to the Union.

The salaries of the victimised clerks, now working either in the Joint Booking Office or the Combined Booking Agency, have not been paid so far, although the other members of the staff have been paid.

Further, the General Manager has been telling many people that he would dismiss most of the clerks after the departure of the Hon'ble Mr.V.V.Giri from this place.

In conclusion, we have to submit that the workers have been dissatisfied with the Management for a long time. So long as they were not organised properly they dared not raise their voice of protest. It was only after the formation of the Union, cases like that of Asel Aamanna's dismissal, where gross injustice has been done, and the employee punished for no fault of his, that the workers approached the Management for equity and justice. The General Manager had his eye on the Union, and was anxiously waiting for an opportunity to crush it, for its audacity, as the General Manager

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would have it, in taking up Asel Ammanna's case. The long for awaited opportunity came. Unfortunately for the Union, it elected one Sri K. Ramanath Rao as its General Secretary. Making this as an excuse he set about trying to destroy the Union. The fundamental right of the worker, the freedom of association was denied. For exercising their democratic rights they were victimised. This was the last straw. They had borne with patience every type of humiliation (being called rascals in the presence of others in the office) and punishment. But this was the limit. They could bear no more.

The lot of the worker has been unbearable after the advent of the present General Manager to his present office. In every possible way the workers have been made to feel the pinch of his regime. Many of the facilities enjoyed by them before were denied.

Conditions of work became worse. To mention a few of the hardships under which the workers suffer:-

(1) Irregular payments of wages violating the Factory Act.

(2) Impositions of fines to workers in the workshop in contravention to the provisions of the Factory Act. (One P.S.Ammanna fined Rs.5/- who receives Rs.31/- as wages per month. 4 Clerks were fined Rs.5/- each for being late by a few minutes).

(3) Non-maintainance of Register of Fines as required by the Factory Act and a fund of the same for the benefit of the workers. (Fines imposed is debited to the advance account of the worker fined and credited to the sundries account of the Company.

(4) Making the workers work overtime, detaining them after closing time. (Evading the Factory Act by preparing a sham time-table of shift work.) The workers are paid neither allowance nor fixed pay for the extra work thus extracted.

(5) Drivers made to work for more than 14 (fourteen) hours a day and clerks working in Booking Offices and those working in Petrol Bunks are made to work 14 (fourteen) hours a day. (4.30 a.m. to 8 P.M.)

(6) No compensation to workers receiving injuries in the course of their work.

(7) Private work thrust upon clerks and detaining them after office hours.

(8) Keeping workers who have served for more than 9 years as temporary hands, paying them on daily wages basis at the end of the month.

(9) Imposition of fines, suspensions and dismissals of workers without proper enquiry.

(10) General ill-treatment of workers.

The wages paid to the majority of the workers are not adequate; they are on starvation level. There is no scheduled scale of pay or security of tenure. On a lower scale of pay they are made to do heavier, more responsible and skilled work. A worker getting Rs.9/- per month is made to work for a time in one department and is shunted on to another on the same scale of pay. Once in three or four years some of them get an increment of a rupee or two and that t by favouritism. This increment is given only when the share value is tripled and there is a net profit of about Rs.70,000/- and above.

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We therefore, request the Honourable Minister to go into the matter and bring about an amicable settlement and that the demands of the workers may be granted.

We beg to remain,
Your most obedient Servants,

M a n g a l o r e,
Dated 15-2-1939.

President.

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Appendix I.

8th January '39.

Shri Manjunath Kamath was called to the office and was asked why he had elected Sri Ramanath Rao as the General Secretary. And he was threatened with dire consequences.

9th January '39.

The General Manager went at 9 P.M. to the lodge, the staff quarters of the C.P.C. and finding Sri Haridas Baliga took him to his house and asked him about the election of the General Secretary and questioned him why he did not raise an objection to the inclusion of Asel. Ammanna's case in the annual report of the Union. He was asked to resign from the membership of the Union, failing which serious consequences would follow.

10th January '39.

Shri Shridhar Bhat and P.S.Ammanna were called to the office and questioned about the election. Immediately after, the clerks of the Head Office and the Garage staff were called to the office and the General Manager held them responsible for the inclusion of Asel Ammanna's case and the election of Sri Ramanath Rao as the General Secretary. To this they replied that they could not be held responsible individually for their collective action. Then they were asked either to resign their membership of the Union or be prepared for the consequences. The employees asked for a written order to that effect and said that they wanted a week's time to deliberate over it. In the order issued they were given 7 days time with the option of either working in other departments or going on leave for the period.

In ten minutes after this, the following employees namely Sris. Venkatesh Kamath, Ramdas Kamath, Ramanath Pai, M.J.Ramanath Pai, H.R.Kamath, B.Haridas Baliga, Sadashiv Rao Kavi, Devaraya Pai, Gopalkrishna Shenoy, Manjunath Kamath and K. Ramaraya Bhat received orders transferring them to other departments as a punitive measure against them. (Sri. K. Ramaraya Bhat was reinstated to his original post on his submitting the resignation of his membership of the Union two days later.)

The same day Sri. P. Shridhar Bhat and Martin D'Souza, two skilled workers, were given the work of dismantling old bodies as a punitive measure.

The employees then complained to the Union about these measures.

11th January 1939.

The Union wrote a letter to the Management asking it for an explanation with regard to the following:

1. The General Manager putting the pressure on the workers to resign from the Union.

2. Transferring them in spite of their asking for time to consider over an important issue affecting their fundamental right.

3. Coercing the workers to form a separate Union of the Company under its direction.

The Management in reply denied the first point raised. In regard to the second, the answer was that the orders issued were within the competency of the Company's powers. And about the third, it was denied as an absurdity.

The same day a notice was issued by the General Manager to the effect that workers who have not resigned their membership and who absent themselves from work will be considered as abetting and striving to bring about a strike, and hence will be dealt with properly.

Sri. K. Pariyama Shenoy was asked not to attend office till further notice on a charge of having received loan or gratuity from the Sharada Press. Sri. Shenoy denied this. On this the above order was issued

12th Jan. '39.

The Union submitted a memorial to the Hon'ble Mr. V. V. Giri.

13th Jan. '39.

Suspension orders issued against Sri Ramesh Rao.

14th Jan. '39.

Suspension orders issued against Sri. Sarvotham Pai.

17th Jan. '39.

First interview with the Commissioner of Labour. Another memorial submitted in person to the Hon'ble Mr. V. V. Giri at Madras by Sri. G. Ramdas Kamath.

18th Jan. '39.

Second interview with the Commissioner of Labour. Throughout the General Manager has been threatening the workers and taking from them resignations by threats.

27th Jan. '39.

Sri. Avadhani was asked to go on compulsory leave.

31st Jan. '39.

Suspension orders issued against Sri. Manjunath Kamath.

6th Feb. '39.

Another memorial submitted by the Union to the Hon'ble Mr. V. V. Giri.

10th Feb. '39.

Dismissal of Sri. Hariram Shenoy on flimsy grounds. On 9-2-'39 an order was issued to Sri. Shenoy framing some more charges, such as convening meetings, etc., in addition to the previous charge of having had received loan or gratuity from the Sharada Press, asking him to submit an explanation in person, orally or in writing, at 10 A.M. on 10-2-1939.

Schedule of wages paid to the workers of the C.P.C.Co.Ltd.at present.

S.No.	Name of worker	Nature of work.	Wages paid when first employed.	Present wages.	period of service.
1.	P.S.Ammanna	Fitter	Rs. 27	Rs. 31	9 years.
2.	Thyampanna Shetty	"	" 12	" 17	12 "
3.	A.Monappa	"	" 11	" 25	18 "
4.	Mahalinga	"	" 8	" 22½	20 "
5.	Srinivas	"	" 20	" 26	4 "
6.	H.Sundara	"	" 20	" 20	5 "
7.	J.Venkappa	"	" 8	" 14	6 "
8.	J.Vittala	Turner	" 10	" 12	8 "
9.	P.S.Subba Rao	"	" 8	" 9	2 "
10.	Somappa	"	" 10	" 23	14 "
11.	Martin D'Souza	Carpenter	" 10	" 13	8 "
12.	Narashimha Prabhu	Painter	" 10	" 19	8 "
13.	Xavier Pais	"	" 8	" 8	1½ "
14.	A.Janardana	Electrician	" 8	" 12	7 "
15.	J.V.Soans	Black-smith	" 18	" 22	5 "
16.	R.Kunder	"	" 24	" 29	9 "
17.	J.Jarappa	"	" 7	" 11	5 "
18.	Appu	"	" 15	" 17	6 "
19.	K.Ramappa	"	" 20	" 45	21 "
20.	K.P.Kelappan	"	" 18	" 18	1½ "
21.	N.K.Kelu	"	" 20	" 20	1½ "
22.	Chandu Maistri	"	" 18	" 52	25 "
23.	Ramar Maistri	"	" 30	" 36	22 "
24.	Cheria Kunjambu		" 24	" 32	14 "
25.	K.Kelappan		" 20	" 20	1½ "
26.	Krishnananda		8	" 14	7 "
27.	Alexander		" 8	" 13	6 "
28.	K.Raman		" 15	" 15	1½ "

S.No.	Name of worker	Nature of work	Wages paid when first employed	Present wages	period of service.
29.	Parameshwara	Black-smith	Rs. 6	Rs. 11½	3 years.
30.	Guruvappa	"	" 6	" 9	4 "
31.	Aithappa Poojary	"	" 20	" 28	11 "
32.	Herman Bangera		" 7	" 10	6 "
33.	Alfred Soans	"	" 20	" 20	6 months.

Note;- Alfred Soans was employed 12 years ago on Rs.26 and served for 10 years. And then on the plea of retrenchment his services were dispensed with. When leaving the service he was getting Rs.31. For nearly 1½ years he was unemployed. Then the Management called him and offered him a job provided he was willing to work on Rs.20 and he is now re-employed on Rs.20.